SAN FRANCISCO PUBLIC LIBRARY
3 1223 03473 4658

OVERSIZE 5/S

San Francisco Public Library

Government Information Center
San Francisco Public Library
100 Larkin Street, 5th Floor
San Francisco, CA 94102

REFERENCE BOOK

Not to be taken from the Library

Digitized by the Internet Archive
in 2016

https://archive.org/details/agendasminutesle2002huma

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Interim Director

SF
H80.45
#1
1/15/02

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
JAN 1 0 2002
SAN FRANCISCO
PUBLIC LIBRARY

Date	Tuesday, January 15, 2002
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 6, 7, 42, 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Pansy Waller at 415-252-2508 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1. Call to Order and Roll Call	
2. Approval of Minutes of November 20, 2001	5 min.
3. Public Comments for Items Not on the Agenda	5 min.
4. Equal Benefits – Four Year Report	15 min.
5. Panel on Transgender Issues	45 min.
6. Economic Empowerment Task Force Report	20 min.
6. Recruitment	15 min.
7. Commissioners' Report	5 min.
8. Staff Report	5 min.
9. Old/New Business	5 min.
10. Announcements	
11. Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, February 19, 2002
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

3 1223 03473 4658

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO PUBLIC LIBRARY

January 15, 2002

Lesbian Gay Bisexual Transgender Advisory Committee
Minutes of the January 15, 2002 Meeting

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Virginia Benavidez, Kirsten Boyd, Melchor Bustamonte, Scott Campbell, Ted Guggenheim, Jordy Jones, YoseÃ±io Lewis, Lisa Scheff, Stephen Schwichow.

Committee Members Absent: Gustavo Cravioto, Erin Farrell, YoseÃ±io Lewis (excused), Jorge Romero-Lozano (excused), Gary Virginia.

Staff Present: Larry Brinkin, Ellise Nicholson, Domenic Viterbo.

Guests Present: Cecilia Chung, Shannon Minter, U. Spangenberg, Katie Szymanski, Shawna Virago.

1. Call to Order and Roll Call:

Commissioner Knutzen called the meeting to order at 5:40 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of November 20, 2001:

Mr. Schwichow moved to approve the minutes as written. Ms. Benavidez seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda: None

4. Equal Benefits: Four Year Report:

Larry Brinkin explained that staff member Cynthia Goldstein was unable to give the report because she had to go to New York at the last minute relating to a family emergency. Mr. Brinkin reported that Ms. Goldstein expressed her regrets and will make the presentation at the February meeting of the LGBTAC.

5. Panel on Transgender Issues:

Commissioner Sparks thanked Jordy Jones for organizing the panel and asked him to introduce the invited speakers. Mr. Jones introduced the three panelists: Shannon Minter from National Center for Lesbian Rights (NCLR), Shawna Virago from Community United Against Violence and a founding member of TransAction, and Cecilia Chung, the first transgender President of SF Pride Board of Directors and a board member of API Wellness Center.

Mr. Minter explained that there are two routes to achieving transgender legal protections. The first route is to convince courts to interpret sex discrimination and disability discrimination protections to incorporate transgender people. This is the easier route in that it does not entail creating and passing new laws, but is problematic in that courts have refused to extend these protections to transgender people on the basis that these laws were not intended to include them.

The second route, stated Mr. Minter, is to pass transgender civil rights statutes. This is extremely difficult, he said. Currently, there are no transgender protections under federal law. On the state level, only two states, Minnesota and Rhode Island, have passed laws with transgender discrimination protections in employment, housing, and public accommodations. Such a law has been attempted in California. In 1998, Sheila Kuehl introduced and the legislature passed a law adding transgender protections to the hate crime statute. Transgender protections were also added to the education code. Under this law, transgender teachers, students, and administrators are protected in all California public schools. Mr. Minter explained that a statewide task force is being convened to interpret and apply these laws. Still, transgender people need to be protected under the Fair Employment and Housing Act (FEHA). Until such time, the Department of Fair Employment and Housing (DFEH) now takes the position that transgender people are protected under the sex discrimination aspect of FEHA. DFEH is in the process of spelling out this protection, and possibly including transgender people under the disability provision as well. Mr. Minter noted that this was controversial. California disability law previously specifically excluded transgender status as a valid basis for disability protections, but AB2222, introduced by Sheila Kuehl, abolished this exclusion. This too should be reflected in upcoming DFEH regulations.

In other states, including New York, Massachusetts, New Jersey, and Connecticut, courts have ruled that transgender people are protected under sex discrimination laws. In D.C. the protection falls under a law prohibiting discrimination on the basis of personal appearance. Mr. Minter also stated that thirty-nine localities, including San Francisco, have local ordinances prohibiting transgender discrimination. Of these, San Francisco is the only city with written regulations interpreting the ordinance. Mr. Minter praised these regulations and the work of the HRC in creating them.

Commissioner Sparks asked Mr. Minter if he could outline the recent court decisions in Texas and Kansas relating to transgender marriages. Mr. Minter explained that courts have looked at the question of whether heterosexual marriages involving one transgender partner are valid. Some courts, such as in the Texas case, say it's really same sex marriage because you can't really change gender. Mr. Minter noted that there was a similar case in Kansas in which the court of appeal validated the marriage, but it looks like that decision will soon be reversed. Mr. Minter also explained that in some cases this logic has worked to the advantage of gay marriages involving one transgender partner. Some courts in Texas, for example, have validated such marriages. Mr. Minter stated that it's silly to let homophobia drive these decisions because either way, it will result in what some people will view as a valid gay marriage.

Commissioner Knutzen asked whether DFEH will be codifying the new regulations, and whether or not the HRC should have a strategy around that. Mr. Minter suggested that the HRC could let DFEH know that it is available as a resource. According to Mr. Minter, DFEH is approaching the creation of the regulations very thoughtfully, and the HRC regulations are important as models.

Shawna Virago was the next speaker. She stated that she is active in police accountability work on behalf of transgender communities.

Ms. Virago said that for the past three years, CUAV has documented that about 50% of all hate violence against transgender people is perpetrated by police officers. Most of it is local (SF) police. These violations take the form of refusing to honor pronouns and driver's licenses, illegal strip searches, illegal pat searches used as a ruse for "feeling people up," and assuming all male-to-female transgender people are sex workers. CUAV's next hate violence report will be coming out at the end of April, and Ms. Virago assumes the statistics will be the same. Those most affected are male-to-female, low-income, and immigrants. Ms. Virago stated that she knows very few male-to-female transgender persons who have not been abused by the police.

Ms. Virago stated that some training of officers is taking place and is being conducted by Stephan Thorne. Currently, the HRC, CUAV, and the SFPD are trying to come up with standards and protocols, which especially will have import for hiring practices. Ms. Virago explained that the most important thing the police can do is screen for transgender biases at the hiring level as they do for other protected groups.

Ms. Virago also noted that as the transgender community is changing, more people are identifying as genderqueer. These people are at high risk around public accommodations, especially bathrooms, and this needs to be looked at. Larry Brinkin responded that Dylan Vade, a former HRC intern, launched the HRC on a bathroom project, and that the HRC will be taking a look at the transgender guidelines as well. Mr. Brinkin acknowledged Mr. Minter's compliments on the guidelines, but also stated that the HRC realized the guidelines need improvement. Brinkin stated that intersex people are currently included under the transgender umbrella. He reported that we have learned a lot from the intersex community, and will be creating a separate section on intersex issues rather than lumping them under the transgender umbrella.

Mr. Brinkin asked Ms. Virago to comment on the Office of Citizen Complaints. Ms. Virago stated that that office has improved as allies and advocates. One problem Ms. Virago mentioned is that the abuse often involves no witnesses, so there is no corroboration.

Ms. Virago stated that a lot of illegal arrests are made under the assumption that transgender people are sex workers. After being arrested, many encounter problems from their Public Defenders. Commissioner Sparks pointed out that both Public Defender candidates have expressed interest in trainings on transgender issues, and Ms. Virago said she would be interested in conducting such trainings. Commissioner Knutzen noted that the HRC could advocate for that.

Next, Cecilia Chung spoke about health issues. She first noted that she sits on the HIV service counsel for several Bay Area counties. Ms. Chung stated that it is alarming that HIV cases documented here in San Francisco do not reflect the transgender community. She stated that in statistics concerning HIV rates, the transgender community is invisible. Moreover, when people talk about breast health and prostate health, we only talk about it in terms of men and women, not transgender people. Transgender people are not getting any education about their specific health issues.

There have been some successes, however, such as the transgender health benefits here in San Francisco, but these services are not easy to access. Ms. Chung, a City employee, has been unable to access these benefits partly because the few doctors skilled in performing surgeries are not included in the HMO. Ms. Chung stated that HRC help is needed to get the City and the insurance carries to enforce the policy. Medicare has approved three or four gender confirmation surgeries, but it is difficult to get qualified surgeons.

In terms of HIV, Ms. Chung stated that we are very lucky in San Francisco in that transgender persons and others are getting cutting edge drug treatment. There are drug interactions, but they were caught early. There are still concerns, however,

about how steroids and HGH interact with estrogen. TARC, API Wellness Center, and Larkin Street Youth are doing a great job targeting the transgender community, but even so, the number of transgender people seeking HIV services is small. Ms. Chung also noted that the Tom Waddell transgender clinic has great protocols for transgender treatment, but they have a long waiting list. The good news is that new funding is being granted to the Castro/Mission transgender clinic.

Commissioner Sparks asked the panelists for suggestions on what the HRC can do to assist them. Shawna Virago stated that the problem is the militarization of the police. She is looking forward to working with the HRC on getting protocols codified. Cecilia Chung asked that the HRC help keep transgender people visible, stating, "We are a part of this community."

6. Economic Empowerment Task Force Report:

Commissioner Knutzen reported on the community meeting that was held December 11, 2001 at the HRC. There was a good, representative turnout. In attendance were LGBTAC members Lisa Scheff and Scott Campbell, staff members Larry Brinkin and Domenic Viterbo, two people from the LGBT Community Center, two people from Golden Gate Business Association, small business advocate Paul Pendergast, a California State employee assisting LGBT businesses on a state level, one person from Out and Equal, and one from Rainbow Adult Community Housing.

Commissioner Knutzen reported that it was the first time that many of these people had met each other, and that people felt it appropriate that the task force should be housed at the Community Center because of its holistic approach. The meeting afforded the Center a chance to see how real groups working on these issues would help to inform their work. HRC's role would be as a facilitator of the cross-group approach. Commissioner Knutzen reported that the meeting was a success in that we defined the concept and heard from the Center that they have the initiative to carry on the project.

Commissioner Knutzen reported that since the December 11, 2001 meeting, she has attended a couple of other meetings on this issue. The first was with Paul Pendergast and Richard Allman. This meeting concerned the small business agenda, such as helping small businesses access services, get City contracts, etc. The second meeting was at the Center on January 11, 2002 with Jeff Anderson (Center Board Member) and Ann Tamar-Matis (Center Program Director). They talked about the task force and whether funding is available for the project.

Larry Brinkin stated that he is working on drafting the minutes from the December 11, 2001 meeting.

Commissioner Sparks stated that the meeting helped identify needs, and that it clarified that some agencies need to be a little more proactive.

Regarding the role of the LGBTAC, Commissioner Knutzen stated that having the Community Center house the task force lets us work within the big picture. At this time, the LGBTAC's specific role is open for discussion. Commissioner Knutzen stated that we could have that discussion at our upcoming retreat. It could take the form of individual projects, e.g., working with Paul Pendergast and/or following up on the letters we've written. Others will be working on the whole picture, and will understand that we can work for them on discreet tasks. What is critical is that we defined the creation of the task force in broad terms in a holistic way as a human rights issue.

Larry Brinkin noted that we agreed we will no longer hold Economic Empowerment

Task Force meetings, but will still bring these issues to the LGBTAC meeting. Commissioner Knutzen stated that we would have some representation on the advisory committee that is formed and offered HRC staff assistance to that committee. Lisa Scheff suggested an LGBTAC field trip to the Community Center, and Commissioner Sparks suggested we might consider doing that as part of our retreat.

7. Recruitment:

Larry Brinkin reported that the press release published in the Bay Area Reporter listed a due date of January 31 for applications rather than January 17. As a consequence, we have a new timeline. The new date for our marathon interviewing session will be February 26, 2002. If we do not get enough applications, we will interview everyone. Scott Campbell, recruitment committee member, stated that he could attend the session on the 26th. On March 19, 2002, the LGBTAC will vote on the new members. The first meeting the new members will attend will be in April, so the retreat will be in May. Next month we will start talking about the retreat and form a retreat committee.

Larry Brinkin also reported that so far he has received only five applications, and encouraged everyone to recruit new members. Scott Campbell suggested that we might want to ask Betty Sullivan to post the announcement on her e-mail list.

8. Commissioners' Report:

Commissioner Sparks reported that there have been a couple of Commission meetings since the last LGBTAC meeting. The January 10, 2002 meeting was a joint hearing between the HRC and Board of Supervisors committee, chaired by Gavin Newsom. The topic was on post-September 11 backlash and discrimination against Arab Americans. It lasted from 5p.m. to 10p.m., and included four and three quarter-hours of testimony. Ms. Sparks reported that the event was very moving. Every organization that spoke gave a 1-800 hotline number to report hate violence. One of the obvious things that the HRC can do is help coordinate these into one hotline. Another theme was the tremendous discrimination in the school district. Kids have been taken out of school and parents and administration have to escort kids between classes. Before September 11, there was not a single reported hate crime based on ethnic bias. After, there have been over one hundred. Commissioner Sparks suggested that the HRC could help coordinate already existing programs. She reported that Supervisor Newsom suggested the formation of task forces, and the HRC will presumably be an integral part of this. The Issues Committee met last night to talk about suggestions for HRC staff.

Commissioner Knutzen reported that the chair of the commission, Ghada Saliba-Malouf, is Arab American and has really stepped forward and played a role in putting the hearing together. The hearing, which was beautifully constructed, was great in giving the Arab American community a voice and was an important moment for the Arab American community in the Bay Area, San Francisco, and the nation.

Commissioner Sparks reported that the public access television channel aired the hearing in its entirety four times this weekend, and will continue to air it.

Commissioner Knutzen reported that at the Commissioners' meeting prior to the hearing, they discussed the crime summit on violence in the African American community. The staff did a great job breaking down tasks the Commission will undertake to address violence in the city. This task chart will ultimately be posted on the HRC website.

9. Staff Report:

Staff member Ellise Nicholson reported on the recent forum on retail discrimination. Ms. Nicholson reported that the forum, which was put together by HRC staff and the Lawyers' Committee for Civil Rights, was exceptional. Numerous people gave personal accounts of the daily discrimination they suffered in public accommodations on account of their race. Representatives of both public and private organizations spoke about the services offered by their organizations and explained which laws protect from retail discrimination in all of its forms.

Larry Brinkin reported that the Director intends to appoint three staff people to every HRC committee. Assignments will be announced soon. Staff from the LGBT & HIV division will be appointed to other committees.

Mr. Brinkin reported that a second session of the Gender Talk would be announced in the next Harvey Milk catalogue. Mr. Brinkin further reported that he has been working with several organizations to form a legal collaborative at the Community Center, which will offer legal referral service and host legal clinics. The LGBT & HIV division will also be getting a new intern, LGBTAC member Jordy Jones, who is a graduate student at San Francisco State. Mr. Jones will be working on creating a transgender resource guide. A tentative date of January 28, 2002 has been set for a meeting with the police on transgender issues. Finally, regarding the letter from the Mayor's Office to department heads asking them to collect LGBT data, at the request of the Mayor's Office, Mr. Brinkin reported that the LGBTAC will need to revisit that issue and start with a few big departments.

10. Old/New Business:

No Old/New Business was discussed.

11. Announcements:

No new announcements were presented.

12. Adjournment:

The meeting was adjourned at 7:45 p.m.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

February 19, 2002

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date Tuesday, February 19, 2002
Time 5:30 - 7:30 PM
Location Human Rights Commission
25 Van Ness Avenue, 8th Floor
San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

A G E N D A

1. Call to Order and Roll Call

2. Approval of Minutes of January 15, 2001 5 min.

3. Public Comments for Items Not on the Agenda 5 min.

4. LGBT Workers' Rights Project - Sheryl Harris 30 min.

5. Equal Benefits - Four Year Report 30 min.

6. Recruitment Committee Report 10 min.

7. Retreat Planning 15 min.

8. Planning for March Panel on LGBT Youth Issues 10 min.

9. Commissioners' Report 5 min.

10. Staff Report 5 min.

11. Old/New Business 5 min.

12. Announcements

13. Adjournment

NEXT MEETING OF LGBTAC: Tuesday, March 19, 2002
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco
Human Rights Commission

February 19, 2002
Lesbian Gay Bisexual Transgender Advisory Committee
Minutes of the February 19, 2002 Meeting

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Kirsten Boyd, Melchor Bustamante, Ted Guggenheim, Jordy Jones, Dan Karasic, Lisa Scheff, Stephen Schwichow.

Committee Members Absent: Virginia Benavidez (excused), Scott Campbell (excused), Erin Farrell, YoseÃ±io Lewis, Jorge Romero-Lozano (excused), Gary Virginia.

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

Staff Present: Larry Brinkin, Yong Lee, Ellise Nicholson, Domenic Viterbo.

Guests Present: Jay Dwyer, Sheryl Harris, Marbella M..

1. Call to Order and Roll Call:

Commissioner Sparks called the meeting to order at 5:45 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of January 15, 2002:

Commissioner Sparks asked if there were any changes to the draft minutes. Melchor Bustamante was present at the last meeting but that this was not reflected in the minutes. Mr. Schwichow moved to approve the minutes as amended. Ms. Boyd seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda: None

4. LGBT Workers' Rights Project - Sheryl Harris:

Sheryl Harris reported on her work at the Legal Aid Society Employment Law Center. She reported that about a year and a half ago she started a program for LGBT workers for which she received a two year NAPIL fellowship. Ms. Harris distributed a letter summarizing the services offered. These services include legal advice and counsel and direct services as well as know-your-rights trainings. She stated that she often assists transgender people who are transitioning on the job. She distributed a sample letter that she sends to employers in such a situation informing them about legal protections for transgender employees.
Ms. Harris also noted that she works as an advocate for individuals pursuing complaints of discrimination through the Department of Fair Employment and Housing and the Equal Employment Opportunity Commission. She also does legislative advocacy and policy work, including work on AB 1649. Lastly, she is currently looking for an impact litigation case that will establish that transgender people are covered under the Fair Employment and Housing Act (FEHA).

Ms. Harris works closely with HRC staff, who often refer cases to her and vice versa. She also works closely with Shannon Minter and Courtney Joslin at the National Center for Lesbian Rights (NCLR). Ms. Harris reported that the most common issue that comes her way concerns transgender individuals facing discrimination in the use of restroom facilities. She reported that she often receives calls from employers whose employees express discomfort with a transgender employee's use of a particular restroom. Ms. Harris also noted that a lot of the sexual orientation discrimination cases concern discrimination against the partner of the employee (e.g. phone messages from the partner are not relayed to the employee). Another common problem is assumptions that gay people are pedophiles. Ms. Harris estimated that approximately 80% of her work concerns transgender individuals. The scope of her project is statewide.

Larry Brinkin reported that it is unfortunate that Ms. Harris' project is set to end next August. Mr. Brinkin also noted that he and staff member Ellise Nicholson are currently working with Ms. Harris on forming a legal collaborative at the new LGBT Community Center that will offer legal clinics, seminars and a legal resource guide. The first seminar will take place in April or the beginning of May and will cover family issues in LGBT law.

5. Equal Benefits: Four Year Report:

HRC staff member Yong Lee presented a report on the fourth year of implementation of the Equal Benefits Ordinance. Mr. Lee first gave a brief overview of the ordinance. He explained that in 1998 the U.S. District Court limited the scope of the ordinance in two ways: 1) geographically - the court held that companies need only comply in San Francisco, where property is owned by San Francisco, or anywhere in the United States in which work is being conducted on a contract with San Francisco, and 2) regulatory/market participant - the court held that where the city is acting as a regulator, the ordinance is preempted by federal law. Mr. Lee reported that the primary instance so far where the latter exception has applied is in the context of airlines. Mr. Lee also reported that the impact of the aforementioned limitations has been minor in our enforcement efforts. Only 84 companies have chosen to limit compliance; most have chosen to comply nationwide.

Mr. Lee stated that between 1982, when the first domestic partner benefits were offered, and 1997, when the Equal Benefits Ordinance was first introduced, there were only 500 companies in the country that offered equal benefits. There are now over 4,200 companies that do. Over 31% of Fortune 500 companies now offer equal benefits, Mr. Lee reported. In addition, other jurisdictions have followed San Francisco's lead in enacting such ordinances. Since the last equal benefits report one year ago, Oakland has added a similar ordinance. Since the San Francisco ordinance was enacted, the HRC has received about 10,000 applications. Of these, 75% have been reviewed. Of the 75% reviewed, 94% are in compliance and 6% are non-compliant. Of those in compliance, 45% offer equal benefits (the rest either have no employees or offer no benefits to employees). This translates into 3,300 companies now offering domestic partner benefits. The majority of complying companies are small (under 500 employees). Thanks to the ordinance, over 1 million employees now work at companies offering domestic partner benefits. The enrollment rate for domestic partners is estimated at 3%, which means that about 45,000 employees who did not previously have domestic partner coverage now do. 87% of complying companies are in California. Hopefully compliance will spread more evenly as more cities adopt similar ordinances.

Mr. Lee reported that 1,216 waivers have been approved this year. He explained that this number is only a small percentage of total City Contracts. The HRC is working to reduce the number of waivers by working with city departments to reduce the number of waivers requested.

Mr. Lee gave a legislative update on the ordinance. He reported that 61 domestic partner registries are available in 21 states. Some jurisdictions, such as West Hollywood, allow partners to register by mail even if they do not live or work in the jurisdiction. Mr. Lee reported that Assembly Bill 25 effected three legal changes concerning domestic partner benefits. First, California insurers must now offer a domestic partner coverage option. Second, there no longer will be state taxation of domestic partner benefits. Third, sick leave may be used to care for a domestic partner or child of a domestic partner.

Regarding the legal challenges to the ordinance, Mr. Lee reported victory in the Ninth Circuit. He stated that the Court affirmed the District Court's decision upholding the ordinance. The Court remanded the question of whether the state domestic partner registry trumps San Francisco's ordinance. It is not yet known whether the plaintiffs will appeal this decision to the Supreme Court.

Mr. Lee ended by emphasizing the significant impact of the ordinance: 49,500 real people now have real benefits. He stated that the ordinance is a model that is being replicated in other cities - hopefully Atlanta and Iowa City next.

Commissioner Knutzen commended the HRC staff for the huge amount of work and effort initially put in to implement the ordinance, especially staff member Cynthia Goldstein who heads up the project. Mr. Brinkin commented that he is grateful for the wonderful, competent staff working on this project. He stated that we strive to be more than enforcers - we want to get people to understand the importance of offering equal benefits.

6. Recruitment Committee Report:

Mr. Brinkin reported that we received twenty-two applications for membership on the Advisory Committee. The Recruitment Committee reviewed and ranked these applications, and then met to discuss them. The sub-committee decided on thirteen individuals whom it will interview next Tuesday. Mr. Brinkin reported that the sub-committee would likely accept about seven or eight new members. Mr. Brinkin read off the names of the interviewees and asked current members to call him if they have any comments about any of them. After the interviews, the sub-committee will make recommendations to the full Committee. Applications from recommended applicants will be sent out in the March packets. At the March LGBTAC meeting, the Committee will vote on whether to accept the sub-committee's recommendations. If the recommendations are accepted, Commissioner Knutzen will present them to the Chair of the Human Rights Commission for appointment.

Commissioner Knutzen thanked the entire Committee for helping to recruit new members, and noted that everyone who applied would be a great contribution to the Committee.

7. Retreat Planning:

Mr. Brinkin stated that we need to come up with a date for the upcoming retreat and select a retreat committee. He explained that since the first meeting with new members will be April, the retreat should be in May. After some discussion, a date of May 18, 2002 was chosen for the retreat. Mr. Brinkin explained that the retreat is typically scheduled from 9a.m. to 4:30p.m., and that its main purpose is to plan for the upcoming year and to get to know one another. The job of the sub-committee will be to plan the agenda, food, and location. It will only require attending a couple of meetings. Mr. Brinkin noted that over the last couple of years we have used City College space for the retreat. Commissioner Knutzen agreed to ask former Commissioner Herman about using the space. The following people agreed to

participate on the retreat committee: Commissioner Knutzen, Kirsten Boyd, and Melchor Bustamante. A meeting of the retreat committee was scheduled for 5:30 on Wednesday March 13.

8. Planning for March Panel on LGBT Youth Issues:

It was decided to carry this issue over to the retreat and re-prioritize it for next year. There was some discussion of touring the new LGBT Center at next meeting in place of the panel. Mr. Brinkin said that staff could look into that possibility. Jordy Jones announced that the opening gala for the Center is March 3, 2002. He also announced that he is organizing an event on March 9 called "Some Kind of Queer," and encouraged members to attend.

9. Commissioners' Report:

Commissioner Knutzen reported that at the January 24, 2002 Commission meeting it was decided that the Commission would issue a report concerning the post-September 11 hearing. The Commission also decided to prioritize addressing violence in our communities. Commissioner Knutzen reported that Yong Lee and Hadas Rivera-Weiss gave an excellent report on the HIV in the Workplace Technical Assistance Project trainings. She stated that in this report they explained the work that they do to get out technical assistance to people who face discrimination in employment because of their HIV status. Commissioner Knutzen then passed around their "HIV in the Workplace Technical Assistance Resource Guide." Commissioner Sparks added that the Commission passed a resolution endorsing the Board of Supervisors' resolution regarding medical cannabis. The resolution declared San Francisco a sanctuary for medical cannabis. One week after the HRC resolution passed, the federal Drug Enforcement Agency raided five medical cannabis clubs in San Francisco.

Commissioner Knutzen reported that at the February 14, 2002 Commission meeting the major focus of the meeting dealt with an appeal from someone operating under the M/WBE ordinance. The initial decision went to a Hearing Officer. The Commission's role is to listen to the Hearing Officer's report and decide whether or not to accept it. The Commission spent most of the February 14 meeting discussing the Officer's report. The Commission ultimately approved the recommendation of the Hearing Officer. Commissioner Knutzen reported that there has been a great deal of press about this situation, and that the Commission's decision finalizes it as far as the HRC is concerned, but noted that the appellant maintains a right to file in superior court. Commissioner Sparks reported that the meeting was significant in that the Commission also passed the budget. Commissioner Knutzen reported that as we are in a recession and tax revenues are down, we will have to incur budget cuts. Some vacant positions will not be filled. Commissioner Knutzen also commented that the Director and key managers are working on committee structure to standardize committee work. Three staff members have been assigned to each committee. The Director is taking action to make sure that everyone understands his or her roles on the committees. The long-term goal is to have more synergism between committees, staff, mayor's office, etc. so that what we do is most effective.

10. Staff Report:

Mr. Brinkin reported that the LGBT and HIV division has a new intern, Jordy Jones. Mr. Jones, who is a member of the LGBTAC, is a graduate student at San Francisco State University. He will be working with the HRC two days per week. Mr. Jones will focus on creating a resource guide for the transgender community and on improving the media list. He also will be available for graphic arts work. Mr. Brinkin reported that staff member Hadas Rivera-Weiss will be doing a training for all AIDS service organizations in San Francisco on HIV in the workplace issues. Mr. Brinkin announced

that staff member Kabir Hypolite adopted a baby named Hanif, and that staff had a shower for him last week. Mr. Brinkin commented upon the Director's determination to make all committees the strongest they can be. He detailed a four and a half-hour training that he conducted for all committee staffers. Mr. Brinkin noted that the Director was present for the entire training, and that her presence sent a strong message that she wants professional staffing of committees. Finally, Mr. Brinkin stated that the Director has been meeting separately with staffs of each committee. Mr. Brinkin reported that staff are updating the committee guidelines. Mr. Brinkin also reported that staff continues to work on transgender protocols and training for the San Francisco police department. There was a recent meeting between HRC staff, police department representatives, CUAV, and API Wellness. A working group will soon be starting to draft protocols and a training program. Mr. Brinkin further reported that this coming Saturday, Public Interest Clearinghouse will be sponsoring their annual Public Interest Law Day. HRC staff from each division will be present with the hope that we will recruit law students to intern with us in the summer.

11. Old/New Business:

None.

12. Announcements:

Jay Dwyer announced that on the evening of March 8, 2002 at the new LGBT Community Center there will be an event entitled "Youthapalooza." Ted Guggenheim announced that his work recently held the first big event at The Center, with over 200 people in attendance. Commissioner Knutzen announced that Commissioner Sparks was recently elected Co-Chair of the Alice B. Toklas Democratic Club. Commissioner Knutzen also reported that Virginia Harmon was recently made the permanent Director of the HRC. Commissioner Knutzen reported that this is excellent news that will result in forward movement for the HRC.

13. Adjournment:

The meeting was adjourned at 7:05 p.m.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Executive Director

30.45

9/02
cled

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.

MAR 15 2002

SAN FRANCISCO
PUBLIC LIBRARY

Date	Tuesday, March 19, 2002
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

*** CANCELED ***

This is a reminder that the regular meeting of the Lesbian Gay Bisexual Transgender Advisory Committee has been canceled.

NEXT MEETING: Tuesday, April 16, 2002
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

April 16, 2002
Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date Tuesday, April 16, 2002
Time 5:30 - 7:30 PM
Location Human Rights Commission
25 Van Ness Avenue, 8th Floor
San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

A G E N D A

1. Call to Order and Roll Call

2. Welcome and Introductions 20 min.

3. Approval of Minutes of February 19, 2001 5 min.

4. Public Comments for Items Not on the Agenda 5 min.

5. Family Support Services Presentation by Jimmie Duran 25 min.

6. Retreat Planning Committee Report 15 min.

7. Action Item: Approval of Resolution in Memory of Barbara Cameron 10 min.

8. Discussion of the Race, Ethnicity, Color or National Origin Initiative 15 min.

9. Commissioners' Report 10 min.

10. Staff Report 10 min.

11. Old/New Business 5 min.

12. Announcements

13. Adjournment

NEXT MEETING OF LGBTAC: Tuesday, May 21, 2002
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco
Human Rights Commission

April 16, 2002

Lesbian Gay Bisexual Transgender Advisory Committee
Minutes of the April 16, 2002 Meeting

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Virginia Benavidez, Kirsten Boyd, Sally Buchmann, Chris Caldeira, Scott Campbell, James DeVinny, Jay Dwyer, Julie Frank, Ted Guggenheim, Jordy Jones, Danny Kirchoff, Nancy Lawlor, YoseÃ±io Lewis, Kristine Oreskovich, Johnnie Pratt, Lisa Scheff, Gary Virginia.

Committee Members Absent: Melchor Bustamante, Chris Carnes (excused), Erin Farrell (excused), Jorge Romero-Lozano (excused), Stephen Schwichow (excused).

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO PUBLIC LIBRARY

Staff Present: Larry Brinkin, Ellise Nicholson, Domenic Viterbo.

Guests Present: None.

1. Call to Order and Roll Call:

Commissioner Sparks called the meeting to order at 5:45 p.m. Mr. Brinkin called the roll.

2. Welcome and Introductions

Commissioners Knutzen and Sparks introduced themselves and welcomed the new members. Commissioner Knutzen explained that as a Commissioner, her role is to take action items from the Advisory Committee to the Commission as well as to report back to the Advisory Committee on the activities at the Commission. She thanked members for serving, and stated the importance of having an active, diverse Committee. Commissioner Sparks added what a dynamic Committee the LGBTAC is and highlighted the colorful, important history of the Committee. Commissioner Knutzen then asked each member to introduce himself or herself.

3. Approval of Minutes of January 15, 2002:

Ms. Boyd moved to approve the minutes as written. Mr. Lewis seconded. The motion passed unanimously.

4. Public Comments for Items Not on the Agenda: None

5. Family Support Services Presentation:

Staff member Ellise Nicholson reported that she received a call from Family Support Services earlier in the day expressing their regrets that they had to cancel the presentation. Ms. Nicholson stated that Family Support Services would like to reschedule the presentation.

6. Retreat Planning Committee Report:

Staff member Larry Brinkin stated that because none of the Committee representatives were present at the meeting, he and Commissioner Knutzen met and planned the retreat themselves. He stated that they recommended an agenda similar to last year's. Mr. Brinkin explained that the goal of the retreat is to plan for the upcoming year. The retreat will be held at City College in the auditorium of the Administrative Building at 33 Gough Street. Members should arrive between 8:30 and 9:00 a.m. Mr. Brinkin detailed the schedule for the day. He asked members to come up with one particular issue that they think would be good for the Committee to work on. He further asked this be put in the form of a proposal and that if anyone has literature to support their proposal, they get it to staff by Wednesday, May 8, 2002 at the latest. That way, staff can include the literature in the retreat packets that staff will send out prior to the retreat.

Virginia Benavidez stated that she cannot attend the retreat, but will send her proposal through Larry.

Jordy Jones asked if members must limit their proposals to one only. After some discussion, it was agreed that one or two proposals would be all right, though one proposal is optimal.

7. Action Item: Approval of Resolution in Memory of Barbara Cameron

Morningstar Vancil spoke about her relationship with Ms. Cameron. She stated that Barbara Cameron had a significant impact on her life, that she was a role model to her, and that she was grateful to have known her. Commissioner Knutzen said that Ms. Cameron was an important mentor to her as well, and that she lived so fully and achieved so much even in her shortened life. Larry Brinkin said that he served on this Committee with her for three years, and that she was one of the best. She was very active, had lots of energy, and was a role model to him as well. Commissioner Knutzen added that this year is really about Barbara Cameron, that we will carry that for her, and that someone like her does not leave easily.

Morningstar Vancil moved to ask the Commissioners to approve the resolution honoring Barbara Cameron. Virginia Benavidez seconded. The motion passed unanimously.

8. Discussion of Racial Privacy Initiative:

Larry Brinkin summarized the Racial Privacy Initiative, which is expected to be on the November ballot. He explained that the Initiative will prohibit government agencies from asking anyone about their race, national origin, ethnicity, or color. Mr. Brinkin stated that it would make the collection of data difficult. Health providers are some of the strongest voices coming out against the Initiative.

Commissioner Sparks explained that the Issues Committee is currently working on examining racial profiling in the law enforcement context. This Initiative would prohibit the collection of data to track whether or not police are stopping certain groups of people disproportionately.

Mr. Brinkin stated that the Director has asked all Committees to start discussing the Initiative. He explained that the Commission cannot take a position on it, but we can talk about the issues that it presents.

There were a few minutes of additional discussion about the implications of the Racial Privacy Initiative. Commissioner Sparks stated that we would put it on the agenda for

a 15-20 minute discussion next month. She also stated that information regarding the Initiative is available on the Internet.

Johnnie Pratt stated that there would be discussion of the Racial Privacy Initiative at the NGLTF Power Summit coming up. YoseÃ±io Lewis stated that he is going to the Summit and will report back to the Commission and forward relevant materials.

9. Commissioners' Report:

Commissioner Sparks reported that at the last couple of meetings, the Commission has heard reports regarding implementation of recommendations the Commission made to address violence in the African-American communities. A resource guide and brochures are currently being prepared.

The Committee is also working on a report and update on the public hearing regarding the escalation of violence after 9/11 against those who are, or are perceived to be, Muslim or of Middle Eastern descent. A joint task force is being created between the Board of Supervisors, the Commission, and individuals who put the hearing together. The Chair of the Commission, who is Lebanese American, and the Commission as a whole have been asked to author a chapter in a book on 9/11 backlash. Commissioner Sparks noted that the Commission is the only public organization in the United States that has been asked to author a chapter. She connects this to the fact that the Commission issued a resolution on September 13, 2001 condemning Anti-Arab American backlash and had a hearing on the issue soon thereafter.

Commissioner Sparks stated that the Commission also authored a letter to the Secretary of Transportation expressing concern about the potential loss of 800 security screener jobs at SFO. Federal law now requires that airport security screeners be U.S. Citizens, which would cause 80% of screeners at SFO to lose their jobs.

Finally, Commissioner Sparks stated that each month, the Committee hears reports from one of the divisions. At the last meeting, Larry Brinkin reported on the development of a complaint-handling manual. Commissioner Sparks encouraged member to attend Commission meetings. The meetings are on the 2nd and 4th Thursdays of each month at 4:30 p.m. in Room 416 of City Hall.

10. Staff Report:

Larry Brinkin stated that we must make a decision about Pride Day as deadlines for having a booth are fast approaching. Domenic Viterbo explained that historically we have either marched, staffed a booth, neither, or both. After some discussion, members agreed that we would have a booth.

Ellise Nicholson discussed Gender Talk, explaining that Gender Talk I was a moderated dialogue between butch and femme dyke, genderqueer, and FTM transgender communities. Mr. Brinkin said that Gender Talk II will be put on in the fall, and that at the retreat we will discuss the level of Committee interest in forming a task force to work on it.

Mr. Brinkin reported that we want to do a splashy celebration of the 5-year anniversary of the Equal
Benefits Ordinance. He stated that the plan includes having a reception in the conference room.

Regarding summer interns, Mr. Brinkin reported that last year we hosted an intern funded by the National Lawyers' Guild who worked on drafting a proposal for protocols for the treatment of transgender persons in jails. This year we again will be hosting a

National Lawyers' Guild intern who will be completing the project. Also, Alex Freeman, a Boalt Hall law student, will be working with us full time. Dino Duazo, a law student from New College, will be here part-time.

Mr. Brinkin stated that staff member Hadas Rivera-Weiss will be working on the Commission's task force on Anti-Arab discrimination.

Concerning the budget, Mr. Brinkin noted that we are experiencing a deficit and facing lots of cuts. We will not be able to fill vacancies, and are looking at budgetary challenges.

Mr. Brinkin stated that staff member Maria Cordero, who heads up the M/W/LBE certification division, will be conducting her monthly outreach meeting this month for LGBT small business owners. The outreach meeting will take place on April 26 at the LGBT Community Center.

Finally, Mr. Brinkin passed out a confidential roster of member addresses and phone numbers, and asked members to give any changes or corrections to staff as soon as possible and staff will send an updated roster out with next month's packet.

11. Old/New Business:

Scott Campbell mentioned the issue of next month's scheduled panel on spirituality. Jordy Jones, Kirsten Boyd, Scott Campbell, and Virginia Benavidez all agreed to meet after tonight's meeting to discuss the panel.

12. Announcements:

Jason Alley announced that Project Inform would have a hotline training in the near future. Staff member Domenic Viterbo stated that the San Francisco Gay Men's Chorus is performing this weekend. Johnnie Pratt said that the LGBT Community Center is planning a volunteer fair at which organizations can table to recruit potential volunteers. Interested members should email Johnnie with the job descriptions by the middle of next week. The fair will be May 1, 2002 from 7p.m. to 9p.m. Kirsten Boyd stated that a documentary about Harry Hay would be showing at the San Francisco International Film Festival. Larry Brinkin stated that the new Executive Director of the LGBT Center, Brian Cheu, is a former member of this Committee and also a former staff person in the LGBT & HIV Division. Commissioner Knutzen said that one of the Commissioners emailed her about discrimination suffered by LGBT victims of 9/11. She stated that she would turn it over to staff to see if we can do anything to support the victims or their families.

13. Adjournment:

The meeting was adjourned at 7:45 p.m.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

Annual Planning Meeting

A G E N D A

DOCUMENTS DEPT.
APR 25 2003
SAN FRANCISCO
PUBLIC LIBRARY

Date	**Saturday, May 18, 2002**
Time	**9:00 AM to 5:00 PM**
Location	**City College, Auditorium** **33 Gough Street** **San Francisco, CA**

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1. Welcome and Introductions

2. Planning for upcoming year

3. Adjournment

NEXT MEETING OF LGBTAC: Tuesday, May 21, 2002
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEP
MAY 17 2002
SAN FRANCISCO
PUBLIC LIBRARY

Date	Tuesday, May 21, 2002
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to Order and Roll Call	
2.	Approval of Minutes of April 16, 2001	5 min.
3.	Public Comments for Items Not on the Agenda	5 min.
4.	Panel on LGBT Spirituality Issues	60 min.
5.	Follow-up from Retreat – Planning for the coming year (Possible Action Item)	15 min.
6.	Discussion of the Racial Privacy Initiative, including report from Yoseñio Lewis on NGLTF Conference (Discussion only)	10 min.
7.	Planning for Pride Day (Discussion only)	10 min.
8.	Commissioners' Report	5 min.
9.	Staff Report	5 min.
10.	Old/New Business	5 min.
11.	Announcements	
12.	Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, June 18, 2002
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

May 21, 2002

Lesbian Gay Bisexual Transgender Advisory Committee
Minutes of the May 21, 2002 Meeting

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Kirsten Boyd, Sally Buchmann, Chris Caldeira, Scott Campbell, Chris Carnes, James DeVinny, Jay Dwyer, Erin Farrell, Julie Frank, Ted Guggenheim, Jordy Jones, Danny Kirchoff, Nancy Lawlor, Johnnie Pratt, Jorge Romero-Lozano, Stephen Schwichow, Morningstar Vancil

Committee Members Absent: Jason Alley (excused) Virginia Benavidez (excused), Melchor Bustamante, YoseÃ±io Lewis, Kristine Oreskovich (excused), Lisa Scheff (excused), Gary Virginia

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

Staff Present: Larry Brinkin, Yong Lee

Guests Present: Ally Cannon, Robert Hopcke, Ashley Moore, Len Phoenix

1. Call to Order and Roll Call

Commissioner Knutzen called the meeting to order at 5:37 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of April 16, 2002

Ms. Boyd moved to approve the minutes as written. Ms. Buchmann seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda

There were no comments from members of the public.

4. Panel on LGBT Spirituality Issues

Mr. Schwichow began by making some introductory comments. He explained that spirituality is the basis of how we live and defines our interactions with others. Mr. Schwichow made the connection between spirituality and economic empowerment by discussing how the lack of support and resulting low self-image affects the economic decisions that LGBT people make.

The first panelist, Ms. Ashley Moore, was introduced by Mr. Jones as a transsexual woman and a woman of faith. Ms. Moore began by discussing the difficult childhood experiences that she went through and the abuse that she suffered in her family. She also talked about her growing awareness of her gender identity. Ms. Moore initially felt depression and begged God not to feel this way.

To deal with the difficult feelings that she was having, Ms. Moore began to study

different religions to try to have a closer relationship to God. When Ms. Moore began transitioning, she read the bible and felt God comforting her. Ms. Moore also began to become more involved in the transgender community. She saw other transgender individuals who felt they had been abandoned by God. She decided to use her experience and opportunities to start a ministry that, with the encouragement of the City of Refuge, became a music ministry. Ms. Moore founded the Transcendent Gospel Choir a year ago. The choir is comprised of transgender individuals.

The next panelist, Dr. Robert Hopcke is a member of Most Holy Redeemer Church, and is an expert on spirituality issues, and a psychotherapist. Dr. Hopcke discussed the issue of homophobia and the distinction between religious and what he calls regular homophobia. Regular homophobia is based on a lack of knowledge and experience with LGBT people. This type of homophobia can give way as the individual has personal contact with LGBT people. Religious homophobia according to Dr. Hopcke is different in two ways. Firstly, it is more intractable since it is based on religious insights and matters of faith beyond empirical study. Because religious homophobia is derived from more than reason, it is harder to disprove and notoriously resistant to change even on a personal level. Secondly, church officials claim the authority to speak on these issues and they speak on behalf of denominations and groups. Their statements have much greater force than a normal individual's.

Dr. Hopcke noted two mistakes that activists make when trying to deal with religious homophobia. Activists waste too much time trying to convince religious homophobes with reason and research. He also felt that activists in their attempts to deal with religious homophobia deligitimize the authority of the church. Dr. Hopcke believes these lapses into religious intolerance are ineffective. Dr. Hopcke believes that the primary method of change is internal reforms driven by church members. He argued that church members have knowledge of the doctrine and authority of the church and can deal with the church on its own terms.

Dr. Hopcke explained that the HRC's role could be to communicate with the LGBT activists who are working within their religions. He noted that, of the five major world religions in San Francisco, three that he knew of have LGBT internal reformers. He said that many of these reformers are embattled and that they need the support of the HRC. Dr. Hopcke suggested that the HRC bring members of these different religions together to meet and discuss various issues. Citing a personal example, Dr. Hopcke explained that, while he was a student at Georgetown University, the LGBT students sued the university with the assistance of the ACLU when it attempted to rescind its recognition of the LGBT student group. He acknowledged that religious groups also need to avail themselves of legal and secular solutions as well. Dr. Hopcke concluded his comments by stating that following one's spiritual path is a human right and that extending assistance to LGBT individuals in religious groups is both affirming and part of the HRC's mandate.

The next speaker, Morningstar Vancil, discussed her involvement in Bay Area Indian Two Spirit Group. Ms. Vancil has participated in the group for thirteen years. She explained how the group came to be founded by two Native American lesbians and how their practices such as the sundance differ from their heterosexual counterparts. Ms. Vancil spoke about how she feels her two spirit identity is unifying rather than dividing. Her role in the two spirit group is that of ghostkeeper. She helps people make decisions and transitions toward death. Ms. Vancil also is involved in teaching and educating youth about two spirit history.

The final speaker was Ally Cannon, a member of Sha'har Zahav, an LGBT Jewish synagogue. Mr. Cannon discussed the need for queer Jews to have their needs met in the larger Jewish community. He also discussed the difference between reformed, conservative, and orthodox Jews in relation to their openness and acceptance of LGBT people.

After the panelists spoke, the discussion was opened for questions and comments. Mr. Brinkin noted that the HRC had sponsored a religious service providers taskforce about seven years ago. In its report, one of its chief recommendations was to hold a forum and invite different religious groups and individuals to discuss relevant issues. Mr. Brinkin will be happy to make the report available to anyone who is interested.

Commissioner Sparks asked Dr. Hopcke about the dialogue in the Catholic Church about the current scandal and what its impact will be on LGBT people. Dr. Hopcke believes that this is an issue of authority and an opportunity to lay bare the deep homophobia and intolerance in the church.

5. Follow-up from Retreat - Planning for the Coming Year

The Committeee discussed the work plan memo Mr. Brinkin had e-mailed to members. The memo covered the activities that the Committee had discussed and voted on at the retreat on May 18, 2002. Mr. Brinkin requested that the Committee vote on the workplan tonight in order to comply with the Sunshine Ordinance. He then went through the various activities discussed by the Committee and pointed out the work involved and the challenges and features of each activity.

Mr. Brinkin stated that the Committee had agreed at the retreat to conduct a public hearing on older LGBT people. The date of the hearing will be determined later by the Commissioners. A taskforce will need to be formed that will be comprised of members of the Committee and members of the public. The taskforce will determine the structure of the hearing, how to divide up the issues, what speakers to invite, and the media and outreach plan. The Committee also decided to ask the Commission to hold the hearing jointly with the Commission on Aging.

In the area of public forums, Mr. Brinkin explained that these events are very challenging given the amount of work and time commitment. He suggested that the Committee may only have time to work on one public hearing this year.

Mr. Brinkin explained that the Committee could approve the workplan as a whole or just start working on activities immediately and see how far they get. Mr. Brinkin suggested that the Committee begin planning immediately for the LGBT seniors public hearing and form a couple different work groups on other issues. Committee members voiced their preference to begin working on activities and not to be bound by the workplan.

Ms. Farrell asked if the Committee was going to continue its work in the area of economic empowerment. Commissioner Knutzen explained that this issue is now going out to the community. She will be meeting with staff at the LGBT Community Center to discuss this issue. The Commission has also continued to work with other City departments to urge them to provide more services to the LGBT community.

Commissioner Sparks suggested that the Committee pass Mr. Brinkin's work plan as a framework and that people can contact Mr. Brinkin to volunteer for particular activities. This would allow the Committee to also get a better sense of what activities are a priority for members. Ms. Knutzen and Ms. Sparks will see who's interested in the various activities and make the necessary work assignments. Mr. Brinkin will send an e-mail to members detailing the different activities and workgroups people can volunteer for. Mr. Schwichow moved to approve and Mr. Jones seconded. The motion passed unanimously.

6. Discussion of the Racial Privacy Initiative

Virginia Harmon, Director of the HRC, has created a taskforce made up of a staff

member from each Committee to study the impact this initiative will have on City services. The LGBTAC will examine particularly the impact the initiative will have on health services and HIV services provided by the City. The LGBTAC's representative is Ellise Nicholson.

At the June Committee meeting, a representative from the Department of Public Health will discuss the impact of the RPI on their services. Each HRC Committee will devote time in their June meeting to hearing from a different City Department about the effects of the RPI on that particular department. Taskforce members will present a written and oral report to the Commissioners who will then decide on the overall report to present to the community.

7. Planning for Pride Day

Mr. Brinkin passed around a sign up sheet for volunteers to staff the HRC booth at Pride Day. Ms. Farrell asked about the possibility of passing out information on the Racial Privacy Initiative and telling people where they could go to learn more. Mr. Brinkin noted that only HRC information on possible impacts of the RPI can be distributed. He also noted that so far there are very few booth shifts filled, and that more members need to volunteer.

8. Commissioner Report

Commissioner Knutzen reported that Mr. Brinkin is this year's recipient of the Pride Freedom Award. A reception will be held on June 30, 2002 to honor award recipients. The event is free but invitation only. Ms. Boyd will try to get some invitations for the Committee. Ms. Knutzen also reported on the Commission's various activities which include: a letter to Abercrombie & Fitch protesting their practice of racial profiling and stereotyping; a letter encouraging the police to thoroughly investigate a fire at a church attended primarily by Arab-Americans; and a resolution honoring a deceased former Commissioner. Commissioner Knutzen informed the Committee that the Commission had approved a set of Rules of Procedure for the handling of complaints of discrimination.

9. Staff Report

Mr. Brinkin reported that the Transgender Community / Police Department Task Force has met three times so far and that a smaller working group is drafting protocols and guidelines to be approved by the taskforce. He also informed the Committee that there will be three interns with the LGBT & HIV Division this summer. Dino Duazo and Alex Freeman will be working directly with the division and the third intern, Claire Eustace, is an intern for the National Lawyers Guild but will be housed at the HRC. She will continue to work on protocols for the Sheriff's Office on the housing of transgender prisoners.

Mr. Brinkin told the Committee that June 1, 2002 will be the five year anniversary of the Equal Benefits Ordinance. The Committee will receive more information on the five-year report once it is released. Mr. Brinkin then stated that the Rules of Procedure had been approved by the Commissioners but that, due to a new California Supreme Court ruling forbidding the City from hiring Hearing Officers to hear appeals of a Director's finding, the Rules would possibly have to be amended. He also informed the Committee that a complaint handling manual for staff is almost completed and that the Committee Guidelines are in the process of being revised and approved by the Commission. Finally, the entire HRC staff participated in a weight sensitivity training conducted by Ms. Sondra Solovay.

Commissioner Sparks requested that the agenda for the next meeting schedule time to receive a report on the status of economic empowerment. Mr. Campbell also

requested that the agenda leave time to have a follow-up discussion on the spirituality panel.

10. Old/New Business

No old or new business.

11. Announcements

Ms. Frank announced that there is going to be a protest in front of City Hall at 11:30 a.m. on May 22 to protest potential budget cuts to City services.

12. Adjournment

The meeting was adjourned at 7:40 p.m.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	June 18, 2002
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

DOCUMENTS DEPT.

JUN 14 2002

SAN FRANCISCO
PUBLIC LIBRARY

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to Order and Roll Call	
2.	Approval of Minutes of May 21, 2001	5 min.
3.	Public Comments for Items Not on the Agenda	5 min.
4.	Remarks from Director Virginia Harmon	5 min.
5.	Racial Privacy Initiative Report from staff and Department of Public Health	40 min.
6.	Project Assignments for Committee Members	15 min.
7.	Schedule for Monthly Panels	15 min.
8.	Pride Day Booth Planning	15 min.
9.	Follow-up on Spirituality Panel	5 min.
10.	Economic Empowerment Status Report	5 min.
11.	Partners Inheritance Bill Letter to State Legislature (Possible Action Item)	5 min.
12.	Commissioners' Report	5 min.
13.	Staff Report	5 min.
14.	Old/New Business	5 min.
15.	Announcements	
16.	Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, July 16, 2002
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

June 18, 2002

Lesbian Gay Bisexual Transgender Advisory Committee
Minutes of the June 18, 2002 Meeting

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Virginia Benavidez, Kirsten Boyd, Sally Buchmann, Melchor Bustamante, Chris Caldeira, Scott Campbell, James DeVinny, Jay Dwyer, Erin Farrell, Julie Frank, Ted Guggenheim, Jordy Jones, Danny Kirchoff, Nancy Lawlor, YoseÃ±io Lewis, Kristine Oreskovich, Johnnie Pratt, Jorge Romero-Lozano, Lisa Scheff, Stephen Schwichow.

Committee Members Absent: Chris Carnes (excused), Morningstar Vancil (excused), Gary Virginia.

Staff Present: Larry Brinkin, Virginia Harmon, Ellise Nicholson.

Guests Present: Jimmy Loyce.

1. Call to Order and Roll Call:

Commissioner Knutzen called the meeting to order at 5:35 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of May 21, 2002:

The minutes were approved unanimously as written.

3. Public Comments for Items Not on the Agenda: None

4. Remarks from Director Virginia Harmon:

Director Virginia Harmon introduced herself to the Committee. She stressed the importance of the Committee's work. She also stated that she is excited about the Committee's efforts in the coming year, particularly on LGBT Senior Issues and the Racial Privacy Initiative. She stated that she is available to Committee members at any time for discussions.

5. Racial Privacy Initiative Report from staff and Department of Public Health

Staff member Ellise Nicholson summarized the proposed Racial Privacy Initiative (RPI). She explained that the Racial Privacy Initiative is a proposed California ballot initiative that would amend Article I, section 32 of the California Constitution to prohibit state and local governments, public universities and school districts from collecting or using information about race, ethnicity, color or national origin. The law defines "state" as including, but not necessarily limited to, the state itself, any city, county, city and county, public university system, including the University of California, California State University, community college district, school district,

special district, or any other political subdivision or governmental instrumentality of or within the state. "Classifying" by race, ethnicity, color or national origin is defined in the initiative as the act of separating, sorting or organizing by race, ethnicity, color or national origin, including but not limited to inquiring, profiling, or collecting such data on government forms. Finally, "individual": refers to current or prospective students, contractors or employees or, for purposes of subsection (b), any persons subject to state operations.

Ms. Nicholson further explained that the proposed law has seven exemptions, including: 1) where there is a compelling state interest as determined by 2/3 majority of the legislature and approved by the governor (this exemption does not apply to public education, contracting or employment); 2) the Department of Fair Employment and Housing is exempt with respect to already existing classifications (this exemption expires in ten years); 3) law enforcement may continue to use racial descriptions but shall not be required to track individuals on the basis of race, national origin, ethnicity, or color; 4) medical research subjects and patients are exempt; 5) classifications of prisoners and undercover law enforcement officers are permissible; 6) the state may collect data necessary to comply with federal law or establish or maintain eligibility for federal programs; and 7) consent decrees already in place as of the date this law becomes effective shall remain valid.

Ms. Nicholson explained that the Racial Privacy Initiative appears to be slated for the March 2004 ballot. She explained that the Human Rights Commission is looking into the effect the law would have on City programs should it pass. Ms. Nicholson then introduced Mr. Jimmy Loyce, Director of the San Francisco Department of Public Health (DPH) AIDS Office, who gave a presentation on the impact that the law would have on the work of DPH.

Mr. Loyce explained that without accurate data on race and ethnicity, DPH would not be able to identify and respond adequately to health disparities, and would be unable to fulfill its mission to protect and promote the health of all San Franciscans. Mr. Loyce stated that there are five bases on which DPH collects and reports on racial and ethnic information: 1) to appropriately evaluate the health needs of San Francisco's diverse communities; 2) to access funding through competitive grants; 3) to conduct effective program planning; 4) to help evaluate contractors' cultural competency; and 5) to collect and report race, ethnicity and national origin information through its hiring process.

Concerning the ability of DPH to appropriately evaluate the health needs of San Francisco's diverse communities, Mr. Loyce stated first that DPH must be able to conduct its own community evaluations in order to obtain timely, accurate and specific data. He explained that DPH needs to know how disease impacts communities. This requires that contractors demonstrate cultural competency in order to represent a certain community, and that staff and board members reflect that community. One of the first things that the proposed law would do, said Mr. Loyce, is to disallow check-off boxes. The exemption for "medical research subjects" and "patients" would not apply to community surveys.
DPH sometimes goes out into communities to inquire about who lives in those areas and what their health indicators are based on race and national origin.

One example of this community surveying is the Bayview community. DPH helped conduct a survey as a participant on the Bayview Hunter's Point (BVHP) Health and Environmental Task Force. One important finding broken down by race was that the overall percentage of those diagnosed with asthma in BVHP was 10%. African-Americans had the highest (11%) while Asian/Pacific Islanders had the lowest (6%). Moreover, BVHP is often perceived as being an exclusively African-American area. However, in collecting data on race and ethnicity, DPH now knows that a significant number of Asians and Latinos also live there. DPH would not be able to evaluate the

health care needs of this community had it not been able to find out who lives there and what their respective health care needs are.

Mr. Loyce also explained that Healthy People 2010 (the set of federal health objectives) has as its goal the elimination of health disparities. This goal cannot be met if DPH is not allowed to conduct community surveys. . For example, African-Americans and Latinos are over-represented in rates of HIV. The proposed law would make it impossible for DPH to identify risk populations within racial and ethnic groups and to work to achieve the goals of Healthy People 2010.

Regarding the second basis on which DPH's work would be impacted by the proposed law, accessing funding through competitive grants, Mr. Loyce stated that grants accounted for 8% of DPH's revenue last year, but that some areas of DPH rely much more heavily on grants. 87% of the AIDS Office's 73 million-dollar budget comes from grant monies. While the Racial Privacy Initiative allows data collection for information required by federal grants, obtaining information for federal, State, and local grant applications would be made more difficult if State and local agencies cannot collect information based on race and ethnicity. For example, Ryan White CARE funding requires documentation of severe need in San Francisco, including information about co-morbidities including substance abuse, mental health, tuberculosis, and access to services. The AIDS Office is asked to describe racial disparities and access to services. RPI would make it difficult to accurately establish need and access to services. This not only will affect communities of color but white communities as well. In San Francisco, primarily, large numbers of white men are contracting HIV. We would not know this if we could not collect the data on race, said Mr. Loyce.

Third, RPI would prohibit DPH from conducting effective program planning. Race may be associated with increased exposure, different susceptibility to disease, and unequal access to care. DPH strives to create programs that respond to the needs of the City's diverse communities and to improve health outcomes within target populations. Under RPI, DPH would be greatly challenged in its ability to target programs to specific racial and ethnic groups impacted by health disparities.

For example, DPH implements the Chinatown Outreach & Prevention Services program (CHOPS) and the Breast Cancer & Cervical Cancer Services program (BCCS). The CHOPS program was developed because tuberculosis rates in San Francisco are highest among Asians, and three quarters of new cases occur among foreign-born people. The CHOPS program aims at increasing adult screening and improving compliance and participation. With respect to the BCCS program, African Americans have the highest mortality rate for breast cancer. Its prevalence is also elevated for Latino and Chinese women. BCCS was developed to educate communities in the City most impacted by these cancers (Bayview Hunter's Point, Potrero Hill, Visitacion Valley/Sunnydale), and actively helps women get screened for these cancers. These programs would not exist without the racial data showing which communities are most impacted by which illnesses.

Another example concerns the environmental impact relating to race and region. Residents of BVHP face proximity to the City's most environmentally unfriendly industries, hazardous waste sites, and have the highest hospitalization rates for corresponding illnesses (asthma, hypertension, and congestive heart failure). Many of the houses in BVHP have mold, which causes cancer and respiratory problems. Such environmental hazards as sewage, shipyards, and fire on the nearby naval base release unhealthy toxins into the area. DPH has worked with community groups to create the Health & Environmental Resource Center, to educate and train residents on issues such as housing habitability, and to negotiate with the transit agency to allocate the lowest emissions buses.

The fourth basis on which DPH relies on the collection of racial and ethnic data is with

respect to evaluating contractors' cultural competency. DPH relies on community based organizations (CBOs) to carry out many of its programs. Effective treatment and interventions must take place in the context of the consumer's culture. The goal is that all contractors provide culturally competent, language appropriate services. In order to achieve this goal, DPH seeks to hire people from the communities being served. Under RPI, DPH would be unable to determine whether appropriate, effective services are being provided to clients. Additionally, the City and County of San Francisco focuses on minority, women and locally owned businesses for contracting. It would be impossible for DPH, as well as other local governmental agencies, to ascertain the ownership information as it relates to race/ethnicity for the businesses with which we contract, or with which we consider contracting.

In many cases, federal, state and local funds are mixed together in one contract. It is not yet clear how RPI would affect this practice. For example, it is possible that agencies would need to separate federal funding into a new contract and continue to collect data on that portion of the contractual services while not on the portion using other funds. If this is the case, the contract will be artificially bifurcated for the contractor and the agency, and will increase the administrative cost and burden. This could require that even a small community based organization track race/ethnicity for clients in one part of a program, yet not in a different part of the same program. Worse, it could become so cumbersome as to have the effect of bringing these services to a standstill.

Fifth, regarding the ability of DPH to collect and report race and ethnicity data in hiring, RPI would have a negative impact. DPH currently collects race and ethnicity data with respect to applicants for employment, individuals taking the civil service examination, new hires, termination, and workforce data by classification and work site. DPH is an equal opportunity provider and is committed to an active nondiscrimination program. A policy of nondiscrimination is not sufficient to erase the effects of past discrimination. What is important is the ability to access services and to have those services reflect the community. Data are also used to respond to complaints of employment discrimination and are frequently requested by federal or State civil rights agencies. DPH's ability to respond to complaints and requests for information would be greatly limited if the information were not available.

Finally, Mr. Loyce stated that RPI would have profound effects on the ability of DPH to collect and disseminate information integral to understanding and responding to disparities in a number of areas. Research today shows that there are disparities within almost all health indicators, with many racial and ethnic groups suffering far below the norm in health care access, likelihood of early diagnosis and adequate treatment and rates of specific diseases. With this knowledge, it is more important than ever to collect the very information this initiative would ban. Clearly, this initiative would interfere with the ability to fulfill DPH's mission to protect and promote the health of all San Franciscans.

Mr. Loyce then answered questions from the Committee. One member asked whether if RPI passed DPH could still collect data on patients not connected to research. Mr. Loyce stated that in hospitals linked to the University of California system, such as San Francisco General, you could collect data on those patients who could be linked to a research project. But once they are out of the hospital and back into the community, DPH would not be able to track them.

When asked about grant funding from combined sources, Mr. Loyce explained the complicated nature of the RPI in that often times federal money is given to the State and then passed on to the City. It is unclear which rules apply in that case. When asked if data collected for federal grants could be used for other purposes, Mr. Loyce stated that under the proposed law, the data collected would be limited and narrowly defined as only for the purposes of the federal grant.

A Committee member asked if Mr. Loyce could think of instances where if passed, the RPI could benefit DPH or communities of color (e.g. grants might be easier to obtain because they would not be slated for people of color). Perhaps with respect to increasing private giving, Mr. Loyce said, but not with regard to public monies. Moreover, said Mr. Loyce, race neutral policies will not benefit people of color agencies until those agencies have the skills and staff to compete.

Lastly, when asked his thoughts on the legality of the law should it pass, Mr. Loyce stated that he believes that the law would be challenged in court. Whether or not it would be implemented while pending the court's decision is unclear, but he stated that it could be argued that, like Propositions 187 and 209, it would have a chilling effect on access to health care even while litigation was pending over its legality.

6. Project Assignments for Committee Members:

Larry Brinkin distributed the work assignment list. There was discussion about any possible conflicts and assignments were altered accordingly. The list was finalized, and it was agreed that the Senior Issues Panel task force would meet on the first Tuesday of each month beginning July 2, 2002, and that it would be staffed by Mr. Brinkin. It was also agreed that the Gender Identity Guidelines Task Force would meet on the second Tuesday of the month and would be staffed by Marcus Arana. Finally, Mr. Brinkin stated that the Gender Talk II work group could get together and themselves decide on a time to meet. It has not been decided yet who will staff the Gender Talk II work group.

Commission Knutzen introduced Adam Benditsky, the Mayor's new liaison to the LGBT community.

7. Schedule for Monthly Panels:

Mr. Brinkin read off the schedule for monthly panels as follows: 1) July - sex-segregated bathrooms; 2) August - intersex issues; 3) October - family issues; 4) November - immigration and asylum; 5) January - LGBTQQ public school issues; and 6) February - Racial Privacy Initiative.

8. Pride Day Booth Planning:

Mr. Brinkin led a discussion about possible petitions for the booth. It was agreed that there would be a petition for the federal Permanent Partners' Act. Mr. Brinkin agreed to make calls to look into other petitions concerning domestic partner rights. Mr. Brinkin emphasized the importance of the booth as an outreach opportunity and asked members to talk to the crowd and invite them to get information and sign petitions. He also emphasized the need to show up for your shift and to be on time.

9. Follow-up on Spirituality Panel:

Stephen Schwichow stated that he would like to see the Committee take the next step of calling together religious organizations in the city to talk about LGBTQQ youth. Larry Brinkin stated that he has had conversations with Supervisor Ammiano about this in the past. Commissioner Knutzen suggested that a group of people from the Committee might get involved in such a project should Ammiano or members of the larger community decide to undertake it, rather than an HRC task force that would require staffing. Sally Buchmann expressed interested in working on such a project.

10. Economic Empowerment Status Report:

Commissioner Knutzen summarized the work of the Committee in this area, including the hearing and subsequent report, the identification of 96 recommendations, and the community meeting held last year. She stated that the work of the Committee would now be shifting to the Economic Development sub-committee of the LGBT Community Center. Commission Knutzen will be participating in these meetings, along with Richard Allman, Larry Brinkin, and other members from the Community Center, including the Executive Director of the Center. Deloit and Touche have volunteered to help the Center conduct a needs assessment, which will be the next step. Commissioner Knutzen stated that she would give another update in July and/or August.

11. Partners Inheritance Bill Letter to State Legislature:

Commissioner Knutzen moved to approve the letter which encourages the state legislature to pass A.B. 2216. This legislation would provide surviving domestic partners the right to inherit a partial to entire share of the partner's property if the partner dies without a will. Lisa Scheff seconded.

12. Commissioners' Report:

Commissioner Sparks reported that the June Commissioners' meeting consisted entirely of a public forum on the status of the African-American community in San Francisco. She stated that the forum consisted of relevant and poignant testimony, and that it is just the beginning of what the Commission will start doing to address this issue. One Commissioner directed staff to agendize this issue for every Commissioners' meeting.

Larry Brinkin added that the managers and Director have started having regular discussions about this issue and are considering what recommendations to make to the Commission.

Commissioner Sparks stated that a report will be generated from the testimony taken at the forum.

13. Staff Report:

Larry Brinkin reported that the California Alliance for Pride and Equality (CAPE) would be honoring the LGBTH Division at its annual luncheon for the divisions' work on implementing the City's Equal Benefits Ordinance. Mr. Brinkin stated that there are three summer interns working in the division, and hopefully they all will be present at the July meeting. Mr. Brinkin also reported that he met with Mark Leno's office and a City Attorney regarding legislation to clarify that business to business discrimination is illegal under the City's anti-discrimination laws. Mr. Brinkin said that the next LGBT Community Center Legal Collaborative will be held on July 11, 2002, and will be a know-your-rights panel presentation on housing issues. He also reported that Christine Kehoe, an Assemblywoman from Santa Monica, is attempting to create a state Equal Benefits law similar to ours. She has called on staff member Cynthia Goldstein to help craft the law. Ms. Goldstein will be going to Sacramento next week to testify about the law. Mr. Brinkin also reported that Del Martin, Phyllis Lyon, and Jim Mitulski all will be contacted to invite them to work on the task force on Senior Issues. Mr. Brinkin stated that he will agendize approval of the Senior Issues Public Hearing for the July 11, 2002 Commissioners' meeting, and that the tentative date for the Hearing is October 10, 2002.

14. Old/New Business:

Larry Brinkin said he would email Committee members information about attending

the CAPE luncheon.

15. Announcements:

YoseÃ±io Lewis asked if anyone had information about a press conference for Jeremy Burke, an FTM beaten by San Francisco police. Danny Kirchoff stated that he could find out and email the details of the press conference.

Kirsten Boyd stated that Assemblywoman Carole Migden is having a domestic partner ceremony Saturday before Pride at 1p.m. on the main stage. She stated that the Sisters of Perpetual Indulgence will do a blessing, that the Gay Men's Chorus will sing, and that there will be a reception after.

Chris Caldeira announced that she is teaching this summer at a program called Aim High and she is looking for old cameras for a photography project.

16. Adjournment:

The meeting was adjourned at 7:40 p.m. in honor of John Cook, the gay police officer who lost his life in the line of duty in June.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

0.45
6/02

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
JUL 11 2002
SAN FRANCISCO
PUBLIC LIBRARY
07-11-02P03:40 RCVD

Date	July 16, 2002
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to Order and Roll Call	
2.	Approval of Minutes of June 18, 2002	5 min.
3.	Public Comments for Items Not on the Agenda	5 min.
4.	Introduction of Summer Interns	10 min.
5.	Report from Senior Issues Public Hearing Task Force	15 min.
6.	Report from Gender Identity Guidelines Revision Task Force	15 min.
7.	Pride Day Debriefing	20 min.
8.	Planning August Panel on Intersex Issues	10 min.
9.	Economic Empowerment Status Report	10 min.
10.	Commissioners' Report	10 min.
10.	Staff Report	10 min.
11.	Old/New Business	10 min.
12.	Announcements	
13.	Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, August 20, 2002
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

July 16, 2002
Lesbian Gay Bisexual Transgender Advisory Committee
Minutes of the July 16, 2002 Meeting

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Virginia Benavidez, Kirsten Boyd, Sally Buchmann, Melchor Bustamante, Chris Carnes, Scott Campbell, James DeVinny, Jay Dwyer, Julie Frank, Ted Guggenheim, Jordy Jones, Danny Kirchoff, Nancy Lawlor, YoseÃ±io Lewis, Kristine Oreskovich, Johnnie Pratt, Jorge Romero-Lozano, Lisa Scheff, Stephen Schwichow, Morningstar Vancil, Gary Virginia.

Committee Members Absent: Chris Caldeira (excused), Erin Farrell (excused).

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

Staff Present: Larry Brinkin, Ellise Nicholson, Domenic Viterbo.

Guests Present: Bevan Dufty, Richard Mead.

1. Call to Order and Roll Call:

Commissioner Sparks called the meeting to order at 5:38. Mr. Brinkin called the roll.

2. Approval of Minutes of June 18, 2002:

Ms. Benavidez moved to approve the minutes as written. Mr. Guggenheim seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda: None.

4. Introduction of Summer Interns:

Larry Brinkin stated that he is excited about the exceptional interns working in the LGBTH division this summer. Interns Alex Freeman, Claire Eustace, and Dino Duazo introduced themselves. Mr. Freeman stated that he just completed his first year at UC Berkeley's Boalt Hall School of Law. He is currently working on complaint investigations as well as conducting legal research on the state versus federal split concerning HIV protections. Claire Eustace said that she just finished her first year at UC Davis School of Law, and that she is working for the National Lawyers' Guild on developing and implementing protocols for the Sheriff's department concerning the treatment of transgender prisoners. Dino Duazo stated that he will be starting his third year at New College School of Law in the fall, and will be working at the HRC part time this summer. Commissioner Knutzen invited the interns to be as involved with the Committee as they would like. She thanked them for their work and dedication.

5. Report from Senior Issues Public Hearing Task Force:

Nancy Lawlor reported on the first meeting of the Senior Issues Public Hearing Task Force. Ms. Lawlor stated that the task force meets on the first Tuesday of every month at the HRC at 5:30 p.m. She summarized the July meeting, stating that Mr. Brinkin gave a rundown of the procedural and organizational processes involved in holding a public hearing. Mr. Brinkin also distributed documents from the last public hearing on economic empowerment in the LGBT communities. The task force then determined that their first step is to educate themselves on the issue. They brainstormed names of people in the community who are knowledgeable on the topic, and Mr. Brinkin agreed to contact these people to invite them to join the task force or to at least attend the next task force meeting. The task force also discussed which topics they want to address at the hearing. This initial list included housing, job discrimination, identity, education, immigration rights, health care, AIDS/HIV, transgender health, people of color health, family, lesbians and breast cancer, social security, singles, young vs. old, kids/adoption, and violence, including both home care and domestic abuse. Commissioner Knutzen stated that at the last Commission meeting, the Commissioners' approved the hearing and the plan to invite the Committee on Aging to co-sponsor it.

6. Report from Gender Identity Guidelines Revision Task Force:

YoseÃ±io Lewis reported that the task force meets the second Tuesday of each month, and that the goal is to ensure that the guidelines are user friendly for employers and businesses. Mr. Lewis stated that doing so would make the guidelines more amenable to implementation. Thus, the task force is reviewing the language to make it easier to understand, and also to eliminate the focus on surgical status, which medicalizes and pathologizes transgender people. They are also working on creating an appendix with a history of gender identity protections in San Francisco and a glossary of terms, revising the language on intersex issues, and creating a separate and expanded intersex section. Mr. Lewis added that the task force hopes to have someone from the business community either on the task force or available to review drafts. Danny Kirchoff stated that he is on the task force, but that he could not make it to the last meeting. He wanted to know if the agenda is already set or whether it is still open for discussion. Mr. Lewis stated that it is always open. Mr. Brinkin explained that after the task force makes its revisions, the Committee would review them at a regular public meeting and send them on to the full Commission for its approval. Mr. Brinkin added that these revisions are important because the Commission gets numerous requests for these guidelines, which are used throughout the country, and even internationally, to set policies and create laws.

7. Pride Day Debriefing:

Commissioner Knutzen asked members to share their experience working at the HRC booth on Pride Day. Members expressed excitement about the signature gathering for the petitions, and thanked staff member Cynthia Goldstein for supplying the delicious cookies. Members also commended staffers Tamra Winchester and Domenic Viterbo for the excellent signs and decorations on the booth. Commissioner Sparks stated that she met Georgina Beyers, who became the first transgender elected official in the world when elected to the Parliament of New Zealand. At Commissioner Sparks' invitation, Ms. Beyers agreed to speak to the Committee when she next returns to the States.

8. Planning August Panel on Intersex Issues:

Mr. Brinkin stated that staff member Marcus Arana has been in touch with the Intersex

Society, which has agreed to attend the August meeting to speak about issues important to them and to offer suggestions for the gender identity guidelines. Mr. Brinkin noted that one of the biggest intersex issues concerns infant surgeries, and he is hoping that the Commission can have an influence on that issue. Mr. Brinkin noted that members helping plan the panel should contact Mr. Arana. Johnnie Pratt stated that he is in contact with a couple of people who are interested in being on the panel, and stated that he will be in touch with Mr. Arana.

9. Economic Empowerment Status Report:

Commissioner Knutzen stated that she does not have an update this month, but that this issue should continue to be agendized for the next meeting.

10. Commissioners' Report:

Commissioner Sparks reported that at the last meeting, during public comment, a gentleman representing "European Americans for Individual Freedom" spoke about how white people are being discriminated against in San Francisco. Commissioner Sparks said that the Director reported on the budget for this fiscal year. Commissioner Sparks stated that Cynthia Goldstein of the LGBTH division was promoted. Mr. Brinkin reported that Ms. Goldstein has been with the Commission for twelve years, and is nationally recognized as the expert on equal benefits. Mr. Brinkin added that Ms. Goldstein practically invented our equal benefits program and wrote our rules of procedure. She and Mr. Brinkin will be co-managing the LGBTH division. Ms. Goldstein will handle equal benefits and Mr. Brinkin will manage the complaint program and the advisory committee. Commissioner Sparks stated that a representative from the Mayor's Office on Economic Development spoke to the Commission regarding violence in communities of color. This presentation largely concerned youth employment, which is needed to combat violence in the Mission and Bay View Hunter's Point. Regarding the committee reports, Commissioner Sparks stated that last month most committees dealt with the Racial Privacy Initiative, which has been approved for the March 2004 ballot.

11. SF Chronicle Column by Matier and Ross on 7/15/02:

Commissioner Sparks explained that she wished to place an emergency item on the agenda. She explained that a column in the San Francisco Chronicle contained ignorance and discrimination concerning transgender rights. In order to issue a timely response, she requested that the committee consider adding this item to the agenda. Jordy Jones moved to agendize the item. Kristine Oreskovich seconded. The motion passed unanimously. Commissioner Sparks handed out copies of the article in question, which appeared in the San Francisco Chronicle on Monday, July 15, 2002. Commissioner Sparks said it was the third or fourth time columnists Matier and Ross have trivialized the City's transgender health care benefits law and/or taken this benefit out of context. Commissioner Sparks stated that she was offended by the article, and wanted to open it up for discussion. Commissioner Knutzen stated that the only purpose of the reference in the article to transgender health benefits was to feed into transphobia. After some discussion, Jorge Romero-Lozano asked Commission Sparks if she was suggesting that the committee draft a letter. She stated yes, either to the columnists themselves or to the publisher of the Chronicle. Commissioner Sparks suggested that for expedience, the letter come from the Director. Bevan Dufty, a member of the public, stated that more than writing a letter, he suggests talking with the ombudsperson or the publisher in person. Stephen Schwichow agreed that in addition to writing a letter, we take Mr. Dufty's suggestion and invite the Chronicle publisher to our next meeting or to meet with Mr. Brinkin and the Commission Chairs. After further discussion, Commissioner Sparks summarized the discussion and asked that the committee take one or all of the following steps: 1) form a resolution to recommend to the Director that we write a letter to the

Chronicle; or 2) form a task force to help draft a letter for the Director's approval; and/or 3) agendize a meeting with the publisher for the next meeting. Mr. Brinkin agreed to draft the letter, which would then be sent to a working group for review and approval. The working group will include YoseÃ±io Lewis, Kirsten Boyd, Lisa Scheff, Melchor Bustamante, Johnnie Pratt, Nancy Lawlor, and Jordy Jones. Jordy Jones made a motion that Mr. Brinkin draft the letter and, pursuant to working group edits, it be sent to the Director who will submit the letter to the Chronicle publishers as an op-ed piece, and will request to meet with the publisher. YoseÃ±io Lewis amended the motion to add that the op-ed piece be sent to other papers as well. Melchor Bustamante seconded. The motion passed unanimously.

12. Staff Report:

Mr. Brinkin reported that the managers recently met with the Director and made staff assignments for working groups to implement the recommendations stemming from the hearing on African-American issues. He reported that he and Cynthia Goldstein were assigned the issue of City boards and leadership. Commissioners' Sparks and Knutzen also will be working on these issues, and Commissioner Sparks will be working on the issue of environmental racism as well. Mr. Brinkin reported that staff member Hadas Rivera-Weiss recently conducted a training, along with the UCSF AIDS Health Project and the AIDS Legal Referral Panel, for AIDS Service Organizations (ASOs) on HIV in the workplace issues. Mr. Brinkin further reported that he was recently on a panel with the National Center for Lesbian Rights and the Legal Aid Society Employment Law Center to inform the Positive Resource Center staff about the services offered by the organizations represented on the panel so staff can make appropriate referrals. Ellise Nicholson reported that the LGBT Center Legal Collaborative housing panel was a great success. The panel of attorneys and advocates were exceptional and the turnout was standing room only. Mr. Brinkin reported that the newly developed complaint tracking database would be implemented starting July 1, 2002. Mr. Brinkin will be conducting a demonstration for the Commissioners as soon as all the bugs are resolved. Ellise Nicholson reported that she attended a meeting with the Equal Employment Opportunity Commission on LGBT issues. Mr. Brinkin reported that he is working with Supervisor Leno and City Attorney Cathy Barnes to pass legislation clarifying that business on business discrimination is illegal in San Francisco. Lastly, Mr. Brinkin reported that the September LGBTAC meeting will be held on the fourth Tuesday of the month rather than the third.

13. Old/New Business:

None.

14. Announcements:

YoseÃ±io Lewis said that Luna Sea, a women's performance collective, is looking for people interested in participating in a show on MTFs in the fall. Johnnie Pratt asked if anyone knows a lawyer who would be interested in helping a transgender person with a custody battle. Larry Brinkin suggested calling the National Center for Lesbian Rights. Mr. Brinkin stated that there will be an Egyptian art installation at the Legion of Honor, and that September 17 is HRC night. Jay Dwyer stated that he works for a foundation that funds small non-profits, and that the next grant cycle is coming up soon. He asked people to let him know if their organization is interested in applying.

15. Adjournment:

Virginia Benavidez asked that we adjourn in honor of Teresita La Campesina, a transgender Latina woman who recently died. Ms. Benavidez stated that Teresita sang beautiful Mexican songs, and suffered a great deal of discrimination during the course

of her life. The meeting was adjourned in her honor at 7:35 p.m.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

August 20, 2002

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date August 20, 2002
Time 5:30 - 7:30 PM
Location Human Rights Commission
25 Van Ness Avenue, 8th Floor
San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

A G E N D A

1. Call to Order and Roll Call

2. Approval of Minutes of July 16, 2002 5 min.

3. Public Comments for Items Not on the Agenda 5 min.

4. Approval of letter to Mayor Brown Encouraging Adoption of Mondragon, Spain as a Sister City (discussion and action item) 10 min.

5. Panel on Intersex Issues 45 min.

6. Approval of letter to Center for Disease Control encouraging support for STOP AIDS Project's HIV prevention educational materials (action item) 5 min.

7. Response to Matier and Ross Article in SF Chronicle on 7/15/02 (possible action item) 15 min.

8. Report from Senior Issues Public Hearing Task Force 10 min.

9. Report from Gender Identity Guidelines Revision Task Force 10 min.

10. Commissioners' Report 5 min.

11. Staff Report 5 min.

12. Old/New Business 5 min.

13. Announcements

14. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco
Human Rights Commission

August 20, 2002

Lesbian Gay Bisexual Transgender Advisory Committee
Minutes of the August 20, 2002 Meeting

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

Committee Members Present: Commissioner Theresa Sparks, Jason Alley, Virginia Benavidez, Kirsten Boyd, Sally Buchmann, Melchor Bustamante, Chris Caldeira, Chris Carnes, James DeVinny, Jay Dwyer, Julie Frank, Ted Guggenheim, Jordy Jones, Danny Kirchoff, Nancy Lawlor, YoseÃ±io Lewis, Kristine Oreskovich, Johnnie Pratt, Jorge Romero-Lozano, Lisa Scheff, Stephen Schwichow, Morningstar Vancil.

Committee Members Absent: Commissioner Martha Knutzen (excused), Scott Campbell, Gary Virginia.

Staff Present: Marcus Arana, Larry Brinkin, Ellise Nicholson, Domenic Viterbo.

Guests Present: David Strachan, Roger Langford, Viva Delgado, Hida Viloria, Peter Tanner, Audrea McHenry, Sondra Solovay, Rae, Jules.

1. Call to Order and Roll Call:

Commissioner Sparks called the meeting to order at 5:35p.m.. Mr. Brinkin called the roll.

2. Approval of Minutes of July 16, 2002:

Stephan Schwichow moved to approve the minutes as written. Sally Buchmann seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda: None.

4. Approval of letter to Mayor Brown Encouraging Adoption of Mondragon, Spain as Sister City:

Roger Langford, a member of the Advisory Council on the Aging, advocated for the adoption of Mondragon, Spain as a sister city to San Francisco. Mr. Langford distributed a map of Spain and literature about the Mondragon Cooperative Corporation. He explained that San Francisco has 14 sister cities, none of them in Spain. He gave a history of the town of Mondragon, stating that the town has over 230 worker-owned businesses and absolutely no homelessness. He explained that San Francisco's worker-owned cooperatives, such as Good Vibrations and Rainbow Grocery, were similar models as those in Mondragon. He stated further that in Mondragon, once a worker has a job it is his or hers for life. If a business is having economic trouble, workers are moved to another business. Nine out of eleven San Francisco Supervisors have signed on to this. Mr. Langford asked the Committee to recommend to the Commission that it send a letter to the Mayor urging him to establish a sister-city relationship between San Francisco and Mondragon. Jorge

Romero-Lozano made a motion to approve the letter. Jordy Jones seconded. The motion passed unanimously.

5. Panel on Intersex Issues:

Marcus Arana introduced the panel with a short educational video about ambiguous genitalia in newborns. The video explained that surgery does not fix the situation but rather conveys to the child the message that they are not ok. Another short film was presented detailing the experience of two survivors of infant genital surgeries. Both survivors discussed the trauma caused by the cosmetic surgeries, and urged the medical community to stop them. After the videos, panelists David Strachan and Hida Viloria discussed their experiences as intersex persons and answered questions. Mr. Strachan stated that he came to speak to this Committee six years ago with Cheryl Chase. At that time, intersex issues were classified into the Human Rights Commission's gender identity material. Mr. Strachan said that while there are some overlapping issues, intersex is itself an umbrella group separate from the transgender umbrella. He stated that conflating the two often means that a central intersex issue, that of infant surgeries, gets ignored. He explained that the main intersex advocacy group, called the Intersex Society of North America (ISNA), was formed in 1993. Ms. Viloria gave her definition of intersex, which is a person born with a body different from one that is standardly called male or female. She noted that what is called male or female has changed over time. She explained that intersex issues are different from transgender issues largely in relation to non-consensual surgery on children. She noted that there is more overlap in adulthood in terms of discrimination suffered. But non-consensual surgery on children is forgotten if the focus is only on the overlap. For many intersex people, the main point of discrimination comes at birth. In essence, Ms. Viloria said, intersex people are born queer. And the majority of intersex people grow up to be queer. So intersex issues are very much queer issues. Ms. Viloria further explained that the primary issue intersex people are pushing for is full parental disclosure by doctors. Mr. Strachan stated that for him, part of the problem is that in our society, we only have room for boys and girls. He considers himself a blend of both. Ms. Viloria said that for her too, it's about fluidity of gender. She does not identify as either a man or a woman. She stated that in part this differs from transgender people's experience in that she is not transitioning, not trans. At the same time, some of the issues are similar in that sometimes because of what you look like, people won't accept you as one gender or another. She cited difficulties around bathroom use as one example. Ms. Viloria said that the ISNA website has good information: www.isna.org. Mr. Brinkin asked if these surgeries are going on in San Francisco. Neither Mr. Strachan nor Ms. Viloria was certain, but stated that Cheryl Chase would know. YoseÃ±io Lewis stated that when Ms. Chase spoke six years ago, she said that five a day were happening at UCSF. Mr. Brinkin and Commissioner Sparks said that if these surgeries are occurring in San Francisco, the Human Rights Commission could advocate against them. Ms. Viloria stated that these surgeries have been stopped at Columbia, and some doctors around the country are reconsidering them. Some doctors even go so far as to say that reparations should be made to the victims of the surgeries. Ms. Viloria added that calling attention to the problem is a great step. Parents, nurses, and health care practitioners need to be educated about this as an identity. Also, if society changes, doctors won't feel pressure to create boys or girls. Commissioner Sparks and Mr. Brinkin suggested staff work with the panelists to report on what the Committee can do to bring this to the Commission. Literature from ISNA was made available.

6. Approval of letter to Center for Disease Control encouraging support for STOP AIDS Project's HIV prevention educational materials:

Commissioner Sparks had to leave, so Mr. Brinkin was appointed to chair the remainder of the meeting. Mr. Brinkin explained that Committee member Jason Alley

brought the issue of the government investigation into the STOP AIDS Project to our attention and staff drafted a letter to the Center for Disease Control (CDC). Mr. Alley stated that the CDC came to San Francisco to audit the STOP AIDS Project. The tenor of the investigation reflects the current push toward abstinence-based prevention education. Mr. Alley expressed concerns about the implications for folks doing culturally relevant and sexually honest education. He handed out on article from HIV Plus magazine detailing this issue. Members reviewed the draft letter. Lisa Scheff made a motion to pass the letter with minor revisions. Jason Alley seconded. The motion passed unanimously. Mr. Brinkin agreed to contact the STOP AIDS Project to attempt to obtain some statistics on the program's success to bolster the letter.

7. Response to Matier and Ross Article in SF Chronicle on 7/15/02:

Mr. Brinkin stated that the letter was sent to the Chronicle, but the Chronicle never responded. He asked whether there is anything else the Committee wants to recommend. Stephen Schwichow suggested that we send an open letter to the Bay Area Reporter and other papers regarding the lack of response by the Chronicle. YoseÃ±io Lewis suggested that we use our connections at the Chronicle to push to set up a meeting with the publisher. Mr. Brinkin agreed to pursue that option.

8. Report from Senior Issues Public Hearing Task Force:

Nancy Lawlor reported that the Senior Issues Task Force met on the first Tuesday of this month, and that Bill Kirkpatrick from New Leaf attended the meeting and agreed to join the Task Force. Ms. Lawlor reported that Mr. Kirpatrick noted that big issues for seniors are transportation and prescription drugs. He added that one important difference for LGBT seniors is that they are often more hidden and have difficulty in acknowledging that they are LGBT because many services discriminate against them if they do. Ms. Lawlor reported that the Task Force also discussed the structure of the panel, issues to be addressed and the date (Thursday, Oct. 10th at 4:30). Mr. Brinkin noted that the time might be changed to an earlier one because of the difficulty seniors may have in attending that late in the day. The next meeting of the Task Force will be held on Sept. 3rd at the HRC at 5:30. Stephen Schwichow noted that at the end of this month, there will be an LGBT Elders conference in Oakland at the First Unitarian Church. The conference date is Thursday, August 29, 2002. Mr. Brinkin stated that staff would create a flyer about the hearing to pass out at this conference. Mr. Brinkin also noted that he met with the Department of Aging and Adult Services, and that they will be co-sponsoring the hearing. Mr. Brinkin added that we have an intern starting on September 3, 2002 who he hopes will get involved as well.

9. Report from Gender Identity Guidelines Revision Task Force:

Jordy Jones proposed that we table this report for the next meeting due to time constraints.

10. Commissioners' Report:

No report given.

11. Staff Report:

Mr. Brinkin reported that he attended a meeting at the LGBT Community Center with the Center's Executive Director, Center staff, and Deloit Consulting. Deloit has offered pro bono services to help establish an economic development plan at The Center. They will begin by doing a needs assessment. Mr. Brinkin reported that the meeting was productive, and commended Deloit for offering its services pro bono. Mr. Brinkin further reported that staff member Hadas Rivera-Weiss was a panelist last week on

Hate Violence and Discrimination. He explained that police groups and human rights activists from here and Russia requested to hear about the Human Rights Commission's response to anti-Arab discrimination after 9/11. Mr. Brinkin stated that he attended a meeting with folks from the newly formed Transgender Law Clinic (TLC). He noted that this Clinic will be run by Dylan Vade and Chris Daley, who received a grant from the Echoing Green Foundation to start a transgender legal project. Mr. Brinkin noted that Jodie Marksamer will be starting an internship here this fall, and will be working on complaint handling as well as the gender identity guidelines revisions. Mr. Brinkin reminded members that the September meeting has been changed to the fourth Tuesday, which is September 24. Information about HRC night at the Legion of Honor on September 17, 2002 will be sent to members soon.

12. Old/New Business:

None.

13. Announcements:

Johnnie Pratt stated that the LGBT Community Center is having a transgender community reception, which eventually will become a forum. The reception is next Tuesday, August 27 at 6p.m., and is for people who identify as transgender and their allies. Mr. Brinkin asked members to be sure not to hand out any campaign literature at meetings. Kirsten Boyd stated that AB1080 is getting beaten up in the Senate Appropriations Committee, and urged member to make calls if they have time.

14. Adjournment:

YoseÃ±io Lewis requested that we adjourn in honor of all intersex children mutilated at birth, as well as the following people who recently died: Ukea Davis, Stephanie Thomas, Deasha Andrews, and Josh Smith. Ukea and Stephanie, both transgender women, were brutally executed in Washington state last week. Deasha was also killed. Josh Smith, the son of an FTM, committed suicide recently. The meeting was adjourned in their honor at 7:40p.m..

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

0.45

7/02
ched
dedul to
9/24/02

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	Tuesday, September 17, 2002
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

DOCUMENTS DEP
SEP 9 2002
SAN FRANCISCO
PUBLIC LIBRARY

*** C A N C E L E D ***
&
***R E S C H E D U L E D ***

09-09-02 11:32 RCVD

This is a reminder that the regular meeting of the Lesbian Gay Bisexual Transgender Advisory Committee has been canceled and rescheduled.

NEW MEETING DATE: Tuesday, September 24, 2002
25 Van Ness Avenue, Suite 800, San Francisco, CA 94102

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

0.45
/02

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
SEP 18 2002
SAN FRANCISCO
PUBLIC LIBRARY

Date	September 24, 2002*
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

* Note: This meeting is taking place on the 4th Tuesday this month only; LGBTAC typically meets the 3rd Tuesday of every month.

09-18-02A11:10 RCVD

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE. THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE

HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1.	Call to Order and Roll Call	
2.	Approval of Minutes of August 20, 2002	5 min.
3.	Public Comments for Items Not on the Agenda	5 min.
4.	Introduction of Jodie Marksamer, LGBTH Division Intern	5 min.
5.	Panel on Gender Neutral Bathrooms	60 min.
6.	Report from Senior Issues Public Hearing Task Force	20 min.
7.	Report from Gender Identity Guidelines RevisionsTask Force	10 min.
8.	Commissioners' Report	5 min.
11.	Staff Report	5 min.
12.	Old/New Business	5 min.
13.	Announcements	
14.	Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, October 15, 2002
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

September 24, 2002

Lesbian Gay Bisexual Transgender Advisory Committee
Minutes of the September 24, 2002 Meeting

Committee Members Present: Jason Alley, Virginia Benavidez, Kirsten Boyd, Sally Buchmann, Chris Caldeira, Scott Campbell, Chris Carnes, James DeVinny, Jay Dwyer, Julie Frank, Ted Guggenheim, Danny Kirchoff, Nancy Lawlor, YoseÃ±io Lewis, Kristine Oreskovich, Johnnie Pratt, Jorge Romero-Lozano, Lisa Scheff, Stephen Schwichow.

Committee Members Absent: Commissioner Theresa Sparks (excused), Virginia Benavidez, Melchor Bustamante, Chris Carnes, Ted Guggenheim (excused), Jordy Jones (excused), Lisa Scheff (excused), Morningstar Vancil.

Staff Present: Larry Brinkin, Jodie Marksamer (intern), Ellise Nicholson, Domenic Viterbo.

Guests Present: Cowen Conaghan, Sam Davis, Abe Doherty, Aidan Dunn, Edwardo Capulong, Jamison Green, Thea Hillman, Jacob Richards, Kim Singh. Bionka Stevens, Dylan Vade, Shawna Virago, Eli Wadley.

1. Call to Order and Roll Call:

Commissioner Knutzen called the meeting to order at 5:40 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of August 20, 2002:

Stephan Schwichow moved to approve the minutes as written. Kristine Oreskovich seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda: None.

4. Introduction of Jodie Marksamer, HRC Intern:

Larry Brinkin stated that the LGBTH division is pleased to have a fall intern from Northeastern Law School named Jodie Marksamer. Mr. Marksamer stated that he is currently a third year law student at Northeastern in Boston. He is planning on living in San Francisco full time beginning March 2003, and is excited to be working at the Human Rights Commission. He further stated that he is especially excited to be working at the HRC during a time when a lot of important work is going on with respect to revisions of the gender identity guidelines.

5. Panel on Gender Neutral Bathrooms:

Dylan Vade thanked members and the public for attending, and the LGBT Advisory Committee for hosting the panel. Mr. Vade stated that he and his colleague Chris

Daley opened the newly formed Transgender Law Center three weeks ago. Mr. Vade stated that he was an intern at the HRC last summer, where he was excited to work especially because San Francisco has some of the most progressive and protective laws and guidelines protecting people on the basis of gender identity. He further stated that unfortunately these guidelines do not fully protect persons who do not identify as clearly male or female. Jodie Marksamer stated that he identifies as transgender, and does not feel that the male/female gender binary is fitting for him. He stated that he does not feel comfortable, welcome, or safe in either men's or women's bathrooms. His interest in bathrooms stems from both personal difficulties and his interest in larger social change. He explained that his and Mr. Vade's primary recommendation to the Commission at this point is to make all single stall bathrooms gender neutral.

Mr. Vade stated that last summer while interning at the HRC he surveyed over five hundred people. The results of his survey show that many people do not have safe bathroom access in either men's or women's restrooms. The surveys indicate that people are stared at, yelled at, chased out by security guards, and similarly harassed. This problem affects transgender people who do not identify as male or female, those that do, and many who don't identify as transgender at all, such as feminine men and butch women. In fact, the biggest category of people experiencing problems, according to Mr. Vade's survey, were butch women. Mr. Vade stated that in some cities, such as San Francisco and Boston, people have created maps of where gender neutral bathrooms exist.

Mr. Marksamer discussed the current state of the law regarding gender designation of bathrooms. He explained that the HRC enforces San Francisco's non-discrimination ordinance, which forbids discrimination on the basis of gender identity. The HRC guidelines currently state that persons can access the bathroom that corresponds with that person's gender identity. However, a lot of people in San Francisco are still being denied access because there is no bathroom that corresponds with their gender identity. Mr. Marksamer explained that no laws specifically prohibit single stall or multiple stall gender-neutral bathrooms. Nor is their any particular constitutional right to privacy that would prohibit either. Mr. Vade stated that he researched federal, California, and local regulations relating to segregation of bathrooms. He stated that no regulations specifically prohibit gender neutral bathrooms. A couple of regulations require one female and one male bathroom, but these are particular and limited.

Mr. Marksamer stated that because there are no laws that prohibit gender neutral bathrooms, there are already places across the country that have them. This is especially the case in universities and colleges across the country, none of which have reported any problems according to Mr. Marksamer's investigation. An Internet search on "co-ed bathroom and university" found twelve schools with co-ed bathrooms. Mr. Marksamer also noted that the YWCA building in Boston, MA has had a multi-stall gender neutral bathroom for the past three years without a problem. Further, the LGBT Center in New York City has had two multi-stall gender neutral bathrooms for the past year and has reported no problems. In fact, they report that people are happy and excited about these bathrooms because they expand bathroom access and take pressure off of deciding which bathroom to use. A number of bars and clubs in New York, especially those catering to LGBT patrons, reportedly have gender-neutral bathrooms as well. Finally, in other countries, such as Israel and Sweden, gender-neutral bathrooms are the norm.

Mr. Vade spoke about some of the hesitations he has heard expressed concerning gender-neutral bathrooms. He stated that some hesitations concern personal preferences. These include concerns about cleanliness, among other things. He stated that these preferences shouldn't outweigh the fact that discrimination is occurring. The second set of concerns relates to safety. He stated that this should not be

downplayed, but that his goal is to provide safe bathroom access for everyone.

Mr. Marksamer discussed solutions. He stated that first, what can be done now is to require that all single person bathrooms be gender neutral. This requires no new construction, and thus carries no cost. There is no legal reason for single stall bathrooms to be sex segregated, and no safety or privacy issues. Moreover, it is already occurring throughout the city, and nearly everyone grew up in households with a single stall gender neutral bathroom. He suggests adding language to the HRC guidelines making this a requirement. The second phase of the project involves the formation of a community task force to recruit businesses and organizations to voluntarily convert multi-stall bathrooms to gender neutral ones, leaving at least one men's and women's room in the building. Studies should be done and information compiled showing that San Francisco is ready for this change and that it is necessary. This approach would allow people to get comfortable with gender neutral multi-stall bathrooms.

Next, ten panelists spoke briefly about their bathroom experiences. Terry Witherspoon, a third year law student at Northeastern University, stated that she attended college at UC Santa Cruz. She lived in a co-ed dorm with gender neutral bathrooms from 1991 to 1993. She stated that during that time she never heard of nor experienced any problems or incidences of assault. She stated that while it was weird the first day, it became the norm after that. Now it seems strange and unnecessary to go into the women's room.

Dee Hampton, an Oakland resident who works in San Francisco, stated that she identifies as a butch woman. She just wants somewhere to use the facilities that allows her to feel comfortable. When she goes into women's bathrooms, women look at her, walk out to check the sign, walk back in and look at her, etc. Now when she goes to the bathroom, she usually takes someone with her, such as her children. Her favorite places are those with gender neutral bathrooms. She said that she does not feel comfortable nor does she feel like she could pass in the men's bathroom. She stated that she loves it when she goes into an empty bathroom. If it's crowded, she always tries to grab the first stall and walks out quickly. Often, people follow her out of the bathroom and point at her. She also times her bathroom usage carefully to avoid people. If she is at the movies, she goes in the middle of the movie. At baseball games, she goes at an important point in the game. She stated that she thinks that having all single stall bathrooms be gender neutral is a simple, easy solution.

Christina Rodriguez stated that she is a male-to-female transgender person. In high school, she said that she used to go with her girlfriends into the girls' bathroom, but got suspended from school for doing so. When she was in Job Corps, she was placed in the male dorm, which she hated. They also made her use the men's bathroom. She stated that men did to her exactly what Dee Hampton, above, described happened to her in the women's room. They looked at her and went in and out, checking the sign on the door. She was scared that she'd get beat up.

Storm Florez stated that since he was a child he has been stopped, stared at, and harassed in bathrooms. People argue with him, intimidate him, and tell him he's in the wrong bathroom. This has occurred mostly in women's bathrooms. He feels most invisible in men's bathrooms, but also most unsafe. No matter which bathroom he is in, he feels like he's gonna get "caught." Airports are the worst. Generally, he is addressed as male or female equally wherever he goes, so he never knows how he'll be perceived. Public bathrooms are the main place where he experiences this fear. While in Austin, Texas, he came upon a bathroom titled "special needs." He felt great relief. It was clean, had a baby changing station, and a sharps container. He hopes to see this option become standard in the near future.

Eli Watley stated that while working with FTM International, he has heard hundreds of

the stories being told today. He stated "we all have to pee and we all hold it." Before transitioning, he looked more ambiguous. He was harassed at school, so he would hold it. Because of this, he ultimately developed kidney and bladder infections. As he got older, he learned how to strategize better. Now he is just getting to know what it's like to use men's bathroom, but he still worries about harassment. People's ugly side [harassment] often comes out in bathrooms, at a time where he has no secret agenda, he just has to pee. He currently knows where all the gender-neutral bathrooms are in the city.

Shawna Virago, who works for Community United Against Violence, stated that for the transgender community, butch women, and genderqueers, bathroom access is the most frequent form of discrimination faced but the least acknowledged by advocates and politicians. She said that this [bathroom] discrimination remains a private problem and a private source of shame. This problem is too often framed as an individual problem as opposed to an institutional problem. She would like to see legislation making it mandatory that to do business in San Francisco, a company must have gender neutral bathrooms.

Cohen Conaghan stated that he is transgender, and he is homeless. For him, bathrooms are a huge problem. He said that a new resource center recently opened in the Mission where homeless people can take showers. The public bathrooms have private shower stalls. When one goes in to shower, one has to sign up for either the male or female bathroom. He did not know which to sign up for, and staff there did not know either. They told him to use whichever he felt comfortable with, but he didn't feel comfortable in either. He stated that there is no need for private shower stalls to be segregated. In the past few months he has been going through transition, and he doesn't really pass as one or other gender. He often "holds it" and causes himself physical pain. He has been doing that for many years. He often feels impending dread that someone will "catch" him in the bathroom. He doesn't feel safe in the men's room mainly for fear that someone will notice his feet facing the wrong direction while peeing, so he will wait until someone turns on the dryer so they won't hear him peeing.

Abe Doherty stated that he tends to pass as male but lived for five years identifying as male but not taking testosterone. He got a lot of looks and felt unsafe. He participated in a self-defense class for butches and FTMs. Almost everyone in that class felt most uncomfortable and unsafe in bathrooms than anywhere else. He noted that this is a serious issue for everybody speaking.

Johnnie Pratt stated that he is a member of this Committee and also works at the LGBT Community Center in San Francisco. He went to college in the Bible belt with gender neutral bathrooms in his dorm and there were never any problems. He is sad to report that the LGBT Center does not have gender neutral bathrooms, which is in part why he wanted to bring this issue to the Committee. There are single stall gender neutral bathrooms on the first floor of the building, but if they are in use, he is out of luck. He is just beginning to transition, and in the men's bathroom in the center, even queer people look at him like "what the hell are you doing in here." He said that this is a serious issue for those who don't have a place to pee. He often "holds it" in his office waiting for City College classes to end.

James Green stated that he was of indeterminate sex for most of life and had bathroom problems. Even after transition, in the men's bathroom he would worry about how people would react to his feet pointing the wrong way. He stated that he was in a gender neutral multi-stall bathroom in Sweden. He thought it was really great. No one has to worry, and it was not a big deal. He stated that bathroom gender segregation has created a huge stress in our culture. Multi-stall gender neutral bathrooms would be a slight cultural shift, but they are really possible. He commends the Committee for looking into this.

During the question and answer period, Committee member Sally Buchmann stated the she is on the SEIU union negotiating team, and she thinks the union should request gender neutral bathrooms and pledges to work on that. Member James DeVinny inquired as to how businesses would be notified should the change be enacted. Larry Brinkin stated that when a law passed one year ago requiring businesses to post an anti-discrimination poster, the HRC got a list of all businesses in the City and did a mailing. We could do something similar in this case. Member Steven Schwichow inquired about what the panelists propose with regard to multi-stall gender neutral bathrooms. Mr. Vade stated that they propose forming a task force to look into a pilot project, various types of construction, and other feasibility issues. Member Kirsten Boyd inquired whether we might recommend that the Commission propose legislation to the Board of Supervisors concerning gender neutral bathrooms. She stated that her girlfriend, who is butch, has tons of bathroom problems. She stated that the HRC is cutting edge, and she does not think we should stop at single stall bathrooms. She suggests that we need as a committee to press for multi-stall gender neutral bathrooms. Ms. Boyd also asked what power the HRC has to implement the proposed changes. Commissioner Knutzen and Mr. Brinkin explained that the ordinances give the HRC power to come up with regulations to implement the gender identity law. With respect to implementing the change to single stall gender neutral bathrooms, Mr. Brinkin said that the HRC could probably make this change, but would first have to check with the City Attorney. Member Danny Kirchoff stated that as someone who's dealt with an incredible amount of bathroom discrimination, it's exciting to be having this discussion. He said that a lot of us are so scared that we don't even talk about it in a political way. We are talking about a cultural shift, which will take time and education and some discomfort. Wren Phoenix suggested that a fiscal study be done as part of the pilot program, so that when San Francisco is successful, we can demonstrate that it is not prohibitive from a retrofit standpoint. YoseÃ±io Lewis suggested that it might be good to do research on how bathrooms became integrated for black and white people so as not to reinvent the wheel. Finally, a transgender person spoke about recent experience being transgender in high school, saying that there was no bathroom to use, and that transgender high school students get beaten up all the time around bathroom use. Commissioner Knutzen added that this won't be our only discussion. This is a big issue. We will have more opportunity for input and testimony, and we'll need that. We're breaking a lot of new ground here.

6. Report from Senior Issues Public Hearing Task Force:

Larry Brinkin reported that the Senior Issues Public Hearing Task Force met on September 3, 2002 and discussed speakers for the Public Hearing. Mr. Brinkin distributed a tentative public hearing schedule that he and Jodie Marksamer compiled with names of confirmed and non-confirmed speakers. Mr. Brinkin reported that Bill Kirkpatrick, of New Leaf Senior Services, has been working with the task force to pare down the list of speakers. Mr. Brinkin asked Committee member to review the list of names on the schedule and offer any suggestions. Mr. Brinkin said that even those who have not been formally invited to speak could come to the hearing and testify during public comment, which will be interspersed throughout the hearing. Mr. Brinkin added that LGBT consumers of senior services are especially encouraged to attend and speak during the public comment. Written testimony can be submitted any time up until two weeks after the hearing. Written testimony is highly encouraged because speakers have only 2-3 minutes to speak whereas written testimony can be used for longer testimonials or if one cannot make it to the hearing or doesn't want to speak. Mr. Brinkin hopes that all the invited speakers provide recommendations for the report.

Commissioner Knutzen pointed out that flyers were included in all the Committee members' packets for distribution. Mr. Brinkin strongly suggested that Committee members attend the hearing, and volunteer to listen to the testimony and write down

recommendations.

7. Report from Gender Identity Guidelines Revisions Task Force:

Kirsten Boyd reported Jodie Marksamer had done a lot of work on the guidelines and brought revisions to their last meeting. The task force reviewed the guidelines section by section, making the format user-friendly, and Mr. Marksamer included more modern and useful language. Mr. Brinkin said that the definition of "gender identity" is currently in the law and that if we wanted it to change, it would require legislation by the Board of Supervisors. He added that issues of intersex and gender neutral bathrooms are part of the revision as well.

8. Commissioners' Report:

None given.

9. Staff Report:

Mr. Brinkin reported that Hadas Rivera-Weiss participated in the immigrant rights summit at the Bill Graham Civic Auditorium last week where she talked about the public hearing the Commission had with the Board of Supervisors on anti-Arab backlash. She is also working on producing a report on that public hearing. Mr. Brinkin said that he, along with Marcus Arana and Ellise Nicholson, will be attending "Creating Change," an annual conference sponsored by the National Gay and Lesbian Task Force that will be held in Portland, OR, from November 6-10, 2002. He will be part of an Economic Empowerment panel discussing the work of the Committee and the Center. He added that Mr. Arana will be on several transgender panels. He added that Mr. Arana was part of a panel on intersex issues at "Genderblast," where he utilized information derived from last month's Committee meeting panel on intersex issues, and hinted at some of the work the Commission will do in the future regarding infant surgeries. Mr. Brinkin reported that Governor Davis signed into law a paid family leave policy for California, the first in the nation, where employees in the state will contribute approximately $30.00 a year. It is the first state law in which domestic partners were included from the start. The law will go into effect July 1, 2004 when the fund is built up.

Mr. Brinkin reported that following a Commission public hearing on June 10, 2002 addressing the concerns of the City's African-American community, Commissioners and management staff were divided into workgroups to respond to those concerns. Mr. Brinkin, Cynthia Goldstein and Commissioners Knutzen and Rollins worked on the issue of African-American involvement in City government. The Commission is likely going to concentrate on the issue of environmental racism. Mr. Brinkin also stated that staff will report at next Commission meeting on the Racial Privacy Initiative and the impacts it will have on City government. Mr. Brinkin said that Ellise Nicholson drafted the written report that will be presented to the Commission and, after being approved, will be available on-line.

Mr. Brinkin reported that Virginia Harmon, the Commission Director, is pregnant and is expecting her baby in January 2003.

Mr. Brinkin reported that the people putting on Gendertalk 2 recommend that it not happen this year and instead be discussed at next year's Committee retreat. The Committee agreed.

Mr. Brinkin reported that he sent a letter to Gary Virginia stating that he's no longer on the Advisory Committee because of three missed meetings. He added that Mr. Virginia is encouraged to continue coming to meetings and to reapply for membership in January, if his schedule permits.

10. Old/New Business:

None.

11. Announcements:

Ms. Buchmann distributed a flyer from Pride At Work presenting a workshop, "Storming The Barricades," which will be held at the LGBT Community Center. Mr. Campbell announced that he and Mr. Viterbo were part of "Giving Back III," a benefit for the San Francisco Gay Men's Chorus and the AIDS Emergency Fund that featured Julie Newmar. Mr. Campbell asked about any update on the Mattier & Ross article regarding transgender health care. Mr. Brinkin reported that he spoke to Dick Rogers of The San Francisco Chronicle, who said that he would be willing to organize a meeting with the editor or the assistant editor to talk about the issues raised. Mr. Brinkin will discuss with the Commissioners about organizing the meeting.

12. Adjournment:

The meeting was adjourned at 7:35

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

.45

5/02

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
OCT 10 2002
SAN FRANCISCO
PUBLIC LIBRARY

Date	October 15, 2002
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE. THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1. Call to Order and Roll Call	
2. Approval of Minutes of September 24, 2002	5 min.
3. Public Comments for Items Not on the Agenda	5 min.
4. Panel on Family Issues (Including Immigration)	60 min.
5. Planning of November Panel on Immigration & Asylum Issues	10 min.
6. Discussion and Debriefing of Public Hearing on Aging in the LGBT Community	20 min.
7. Report from Gender Identity Guidelines RevisionsTask Force	5 min.
8. Commissioners' Report	5 min.
9. Staff Report	5 min.
10. Old/New Business	5 min.
11. Announcements	
12. Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, November 19, 2002
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO PUBLIC LIBRARY

October 15, 2002

Lesbian Gay Bisexual Transgender Advisory Committee
Minutes of the October 15, 2002 Meeting

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Virginia Benavidez, Kirsten Boyd, Sally Buchmann, Melchor Bustamante, Chris Caldeira, Scott Campbell, Chris Carnes, James DeVinny, Julie Frank, Jordy Jones, Danny Kirchoff, Nancy Lawlor, YoseÃ±io Lewis, Kristine Oreskovich, Johnnie Pratt, Jorge Romero-Lozano, Stephen Schwichow, Morningstar Vancil.

Committee Members Absent: Jay Dwyer, Ted Guggenheim (excused), Lisa Scheff (excused).

Staff Present: Larry Brinkin, Ellise Nicholson, Domenic Viterbo, Jodie Marksamer (intern).

Guests Present: Toni Broaddus, Julia Favre, Marbella ____, Barry Ragder, Charlie Spiegel.

1. Call to Order and Roll Call:

Commissioner Sparks called the meeting to order at 5:35 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of September 24, 2002:

Jordy Jones moved to approve the minutes as amended. Scott Campell seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda: None.

4. Panel on Family Issues (Including Immigration):

James DeVinny introduced the panel, explaining that it would cover LGBT family issues on the state and national levels. Kirsten Boyd began the panel with a legislative update on state law. She explained the importance of LGBT couples registering as domestic partners with both the city and the state. The two systems are not yet linked, she explained, such that if couples fail to register with either system, they will not receive the respective benefits. She went on to state that prior to 1996, marriage laws were within the purview of the state. However, in 1996, President Clinton signed DOMA (The Defense of Marriage Act), which gave the federal government legal authority over federal laws and policies regarding marriage. This law has made it more difficult for LGBT people to gain access to marriage rights. In 1999, Assembly Member Carol Migden wrote Assembly Bill 26 authorizing a statewide

domestic partner registry, which went into effect January 1, 2000. Migden then authored AB25, signed by Governor Davis, which went into effect January 1, 2002. This law grants eleven rights to domestic partners, including the right to sue for wrongful death of a domestic partner, the right to adopt, the right to unemployment insurance, and the right to sick leave to care for a domestic partner or domestic partner's immediate family, among other rights. This year, Assembly member Fred Keeley introduced AB2216. This bill, which was also signed by the governor, provides inheritance rights to domestic partners of those who die without a will. Other domestic partner bills introduced this year were either vetoed or never passed, and it is expected that most all of them will be reintroduced next year, including the statewide equal benefits ordinance, AB1080. Ms. Boyd suggested that AB1080 is a good way for the LGBTAC to get involved in this discussion next year. She also discussed Assembly Bill 2651, which would target the LGBT community for foster parenting rights. Governor Davis vetoed the bill this year, but it will be up on the front lines for next year. Assembly member Paul Korets from West Hollywood is planning to reintroduce Assembly Bill 1338 next year, which is a civil unions bill. Ms. Boyd suggests that this Committee should continue doing exactly what we have been doing, such as signature gathering at Pride, and watch these upcoming bills. Commissioner Sparks asked about the status of various transgender rights bills. Ms. Boyd stated that she would find out the status of those bills. Member Kristine Oreskovich asked about the distinction between domestic partnership and civil union. Ms. Boyd explained that AB25 confers only eleven rights. Civil union would offer access to over 900 state law rights and responsibilities pertaining to marriage. Sally Buchmann noted that civil unions might be more appropriate for heterosexual transgender relationships under state law because of the state domestic partnership law's limit on opposite sex partnerships.

Charlie Spiegel, the Executive Director of Our Family Coalition, noted that LGBTAC member YoseÃ±io Lewis is one of the founders of his organization. He noted that Our Family Coalition conducts domestic partner registrations twice a week at the LGBT Community Center, Wednesdays at lunch and Saturday nights. No one is turned away for lack of money, and they have registered over 250 couples. Another function of the agency is to advocate for domestic partner rights. Mr. Spiegel was excited that the only compromise in passing AB25 was inheritance rights (which have since passed in another bill), but adoption rights remained in AB25. This, he stated, was a stunning victory. Further, last week the San Francisco City Assessor stated that San Francisco would no longer do reassessments when one domestic partner dies. These are exciting changes, which give people a reason to register as domestic partners with both the city and the state. Mr. Spiegel also stated that foster care is an obvious problem, and that the bill prohibiting discrimination in the foster care system and allowing counties to provide sensitivity training and outreach with respect to LGBT issues and HIV/AIDS was not signed. Our Family Coalition is trying to focus attention on this issue for next year. The good news is that the Coalition, in collaboration with other organizations, recently received funding from the City.

Barry Ragder spoke next. He is affiliated with the Lesbian and Gay Immigration Rights Task Force (LGIRTF). He explained that none of these wonderful things happening on city and state level help his particular situation. His partner is Argentinean, and is currently locked out of this country. He was here last year on a visa waiver that since has been rescinded. Mr. Ragder stated that after what he has gone through, he no longer feels like a citizen of this country. He has no grounds on which to be with his partner. To explain the disparate treatment LGBT couples face, he told of a pair of sisters, U.S. citizens, who live in Israel and last year wanted to return to the United States. One sister is married to an Israeli man. She simply decided to return with her husband and did so. The other sister is in a partnership with an Israeli woman. She went to the U.S. consulate to discuss her situation, and now she is locked out of the country. Mr. Ragder stated that the consulate looks for information that people are gay or lesbian and then uses that information to bar people. For example, one way to

gain entry is to get a student visa. If a person applying for this visa is a male and says he is going to the country to be with his boyfriend, he will get permanently marked and barred from entry. This is in part because the consulate looks for "overstay risks." However, this logic tends to be used more against gay petitioners. There is little awareness about this issue, even within our own community. People often ask, "Can't you go to Vermont?" The answer is no, Vermont only provides state rights. Immigration is a federal issue. The Permanent Partners Immigration Act (PPIA) is currently in the House of Representatives. It has 103 co-sponsors (all but two are Democrats). With the assistance of the Human Rights Campaign in Washington, they are currently looking for the appropriate Senator to introduce a companion bill in the Senate. Mr. Ragder stated that he would like this Committee to pass a resolution supporting the Permanent Partners Immigration Act. Staff member Larry Brinkin stated that the Commission already wrote a letter to the Congress member who introduced PPIA. We also called this member's office and they agreed to distribute the letter to all Congress members. Mr. Ragder requested a copy of the letter.

Toni Broaddus from Californians for Civil Marriage (CCM) stated that all of these problems make it clear why we need marriage. She stated that it is quite likely that California will have civil unions in the next year or two, but we need marriage so that we can move freely throughout the country and so we can gain access to the 1000 plus rights and responsibilities associated with marriage. She feels that civil unions are morally wrong because they fall under a separate but equal philosophy. According to Ms. Broaddus, the marriage movement is picking up steam. When CCM was founded one year ago, they considered three ways to pass the marriage law: 1) legislature, 2) initiative, 3) lawsuit overturning laws barring gay marriage. They realized that even if they went with options 1 or 3 (legislature or lawsuit), they would still need public support or there will be a ballot initiative to overturn the law. Therefore, they decided that right now education is most important. They formed a statewide coalition of LGBT organizations called California Freedom to Marry Coalition (CFMA) that are coming together to start talking about how to make this happen. A statewide poll this summer targeting voters showed that there was not majority support, though 45% support LGBT marriage and this number is growing. Less than 50% of voters oppose it (49% oppose). Studies also show that once people support LGBT rights, they don't go back. The study also found that there is already support for civil union - with 55% supporting. This means that the other side no longer has a majority. Members of CFMA discuss and debate strategy. Ms. Broaddus feels that we should not ask for civil unions, though others in the coalition feel otherwise. She stated that we would see a lot more activity around this issue in California. We need to make stronger statements within our communities to our leaders that we'll take any compromises, but we're going for marriage. We want equality. On a national level, Evan Woofson, a former Lambda attorney, helped form the Freedom to Marry Collaborative. They are raising funds to start a national organization to coordinate statewide efforts. She stated that what this Committee can do is get a resolution passed in San Francisco urging the state legislature to pass an LGBT marriage law. Commissioner Knutzen stated that this was one of the recommendations the Committee made in the Economic Empowerment Report. She stated that we have already urged the board to pass this legislation, and that Ms. Broaddus could use the recommendation in the report. Commissioner Knutzen further stated that she is interested in having a hearing or public forum to talk about marriage and issues that LGBT families face and to get the press there. YoseÃ±o Lewis asked Ms. Broaddus if their literature ever defines what same sex means. She stated no. Mr. Lewis discussed the issue of transgender marriage and outcomes of court cases such as the Littleton case, and asked if CCM had done any outreach to transgender people whose heterosexual marriages were invalidated. Ms. Broaddus stated that while they have transgender members, they have not done any outreach. Mr. Lewis added that as a transsexual, he feels that marriage is important, but that transgender marriages can still be invalidated even if we have civil unions. Ms. Broaddus stated that what she is trying to do is to remove the gender requirement from marriage. Mr. Spiegel stated that what his organization hears most about is

immigration and transgender issues, and that we need to keep these at the forefront of the discussion.

5. Planning of November Panel on Immigration & Asylum Issues:

Commissioner Sparks distributed the list of people who volunteered for this and future panels. Larry Brinkin asked that those involved line up speakers as early as possible so that staff can send confirming letters, let panelists know with whom they will be speaking, how long to speak, when and where the panel will be, etc. He said that usually the planning group only needs to meet once or twice. Sally Buchmann asked to be taken off the Racial Privacy Initiative (RPI) panel. Kristine Oreskovich wants off the immigration panel. Virginia Benavidez stated that she would like to join the group planning the immigration panel. Stephen Schwichow would like to be off of that panel but would like to help plan the RPI panel. Kirsten Boyd would like to join the public school panel planners.

6. Discussion and Debriefing of Public Hearing on Aging in the LGBT Community:

Commissioner Sparks stated that the hearing was wonderful, and that it was the only one that she's aware of where audience members actually stayed to hear the last speaker. She added that it was well organized, and stated that it was broadcast last night at 6:30, and will be broadcast 2 more times. Larry Brinkin added that he would let members know when it will be televised next. Commissioner Knutzen stated that she is very proud. She noted that all of the speakers were well prepared, and that she heard that a lot of networking was going on. She said it was great to have the Commission on Aging there, to make connection with them, for them to hear this testimony. She said that because of this hearing, they would become our advocates on these issues, as will the Director. Commissioner Sparks asked about the process from here. Larry Brinkin stated that for the first time, we did not hire a consultant to write the report. Rather, staff will take the lead in writing it, with the help of the task force. Mr. Brinkin stated that we will look for people to write an essay or two, and staff will summarize all written testimony. He added that we have a written transcript, and will work with the task force on findings and recommendations. Stephen Schwichow said that everyone who left the hearing was enthusiastic and felt like they'd been heard. He commended staff on the great job. Larry Brinkin stated that he was grateful to staff, especially intern Jodie Marksamer, who was magnificent as his right hand person. Commissioner Knutzen stated that some of the testimony was information that was never heard by a public body before. Also, the fact that we heard some points over and over again is very important. These are historic moments, some precious. Scott Campbell stated that he sat through the entire hearing, and that he thinks this is one of the most significant issues facing the community. It was such a connection to the whole community - spirit and camaraderie. He was disappointed that there were not more Commissioners in attendance, and appreciates that Commissioners Sparks and Knutzen stayed.

7. Report from Gender Identity Guidelines Revisions Task Force:

Nancy Lawlor reported that David Strachan from the Intersex Society of North America (ISNA) came to the last meeting to talk about the gender identity guidelines and how to best incorporate intersex concerns into those guidelines. The task force also began a discussion of gender neutral bathrooms. Jodie Marksamer worked through the guidelines to change some wording to make the guidelines sound more forceful, and picked apart the language to make sure it is clear and precise. The task force is now going though this language sentence by sentence, and hopes to have a draft ready for the next LGBTAC meeting. Larry Brinkin suggested that it be ready in time for packets so that members can look it over before discussing it at the meeting.

8. Commissioners' Report:

The last Commission Meeting consisted entirely of the LGBT Senior Issues Public Hearing discussed above. Therefore, no additional report was given.

9. Staff Report:

Larry Brinkin reported that Cynthia Goldstein, division co-manager, will present the 5-year report of the Equal Benefits Ordinance at the November 14, 2002 Commission Meeting. He added that we would also invite her to present this report to this Committee. Mr. Brinkin stated that we are in the process of making some amendments to Article 33 clarifying protections for independent contractors and temporary employees as well as clarifying the prohibition on business to business discrimination. These clarifications are in Mark Leno's bill, and he does not anticipate a problem getting them passed. Mr. Brinkin stated that staff member Ellise Nicholson participated in the Swim-a-Mile Fundraiser for the Women's Cancer Resource Center. Staff member Domenic Viterbo stated that he is currently training for the AIDS Marathon next May in Vancouver. Mr. Brinkin is working on the complaint-handling manual, which will provide staff in all divisions with consistent procedures for complaint handling. Mr. Brinkin has been working on this with the help of a consultant, and expects to present it to Commissioners next month.

10. Old/New Business:

None.

11. Announcements:

Chris Caldeira stated that she is now working for a publishing company which has a new human sexuality book coming out next year and are looking to produce a CD-ROM with a video of stuff happening in the transgender and intersex communities. If anyone knows of videos or is interested in being interviewed, please talk to her. YoseÃ±io Lewis expressed his appreciation for how much improved the Commission is since the new director, Virginia Harmon, took over, and wished to congratulate her on her pregnancy. Melchor Bustamante stated that he needs help from the Committee. He stated that he was framed, ambushed as a City employee. He is afraid that if he speaks out, he may lose his health benefits too. He stated that this Committee should have more authority to investigate discrimination within City departments. Sally Buchmann stated that he could file an EEO complaint, or could go through the union. She stated that from a union perspective, they could have shop stewards better trained to understand transgender issues. Commissioner Sparks stated that the Commission does not have jurisdiction nor does this Committee. She added that Chris Daley and Dylan Vade are working at the newly formed Transgender Law Center, and that she could send their contact information. Johnnie Pratt announced that he got married on October 5, 2002.

12. Adjournment:

YoseÃ±io Lewis stated that he would like to adjourn in honor of Alexander John Goodrum, a transgender and people of color activist who died on September 29, 2002. The meeting was adjourned in Mr. Goodrum's honor

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO PUBLIC LIBRARY

November 19, 2002

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date November 19, 2002
Time 5:30 - 7:30 PM
Location Human Rights Commission
25 Van Ness Avenue, 8th Floor
San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

A G E N D A

1. Call to Order and Roll Call

2. Approval of Minutes of October 15, 2002 5 min.

3. Public Comments for Items Not on the

Agenda 5 min.

4. Panel on LGBT Immigration & Asylum
Issues 50 min.

5. Discussion of Postponement of January Panel on the Racial Privacy
Initiative 5 min.

6. Report from the Senior Issues Task
Force 5 min.

7. Report from Gender Identity Guidelines RevisionsTask
Force 20 min.

8. Discussion of Recruitment of New
Members 15 min.

9. Commissioners'
Report 5 min.

10. Staff
Report 5
min.

11. Old/New
Business 5
min.

12. Announcements

13. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

November 19, 2002

Lesbian Gay Bisexual Transgender Advisory Committee
Minutes of the November 19, 2002 Meeting

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Virginia Benavidez, Sally Buchmann, Mara Marbella, Chris Caldeira, Scott Campbell, James DeVinny, Jay Dwyer, Danny Kirchoff, Nancy Lawlor, Johnnie Pratt, Lisa Scheff, Stephen Schwichow, Morningstar Vancil.

Committee Members Absent: Kirsten Boyd (excused), Chris Carnes (excused), Julie Frank (excused), Ted Guggenheim (excused), Jordy Jones (excused), YoseÃ±io Lewis (excused), Kristine Oreskovich (excused), Jorge Romero-Lozano (excused).

Staff Present: Larry Brinkin, Ellise Nicholson, Domenic Viterbo.

Guests Present:. Adam Benditsky, Tracy Pesoa Dos Santo, Georgette Freeman, Elizabeth Kristen.

1. Call to Order and Roll Call:

Commissioner Knutzen called the meeting to order at 5:37 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of October 15, 2002:

Jason Alley moved to approve the minutes as written. Nancy Lawlor seconded. The motion passed unanimously. Scott Campbell noted that the September 2002 minutes should be amended to reflect that he was present.

3. Public Comments for Items Not on the Agenda: None.

4. Panel on Immigration & Asylum:

Morningstar Vancil introduced the speaker, Vera ____ from Brazil. Ms. Vancil stated that Ms. _____ has been in this country six and one half years. Ms. Vancil read a letter from Ms. _____'s employer, Elizabeth MacKinzie. The letter stated that Ms. _____'s daughter is in danger in Brazil. She had a baby and is in danger of being sold into slavery. She has been running from a man, and if found, will face death. Ms. _____ needs help getting her daughter to this country. Commissioner Knutzen requested more background and context. Virginia Benavidez translated for Ms. ____. Ms. _____ stated that she was invited through Ms. Vancil, who recommended that she tell her story as a person struggling to get herself and her family into this country. Ms. _____ stated that she couldn't afford a lawyer and has had no success despite repeated efforts to talk to the INS. She has a degree in Brazil, but can't use it here and has been forced to do housecleaning as a result. She is willing to go to school, but can't get any kind of help despite great effort. She is distressed to the point of

depression. She sought help for her depression at SF General, and now she has medical bills that she cannot pay. She is worried that this debt will prevent her citizenship. Larry Brinkin stated that the Lawyers' Committee for Civil Rights has a great immigration project, and will help with individual cases. Mr. Brinkin also noted that the letter from her employer is addressed to Dusty Araujo at IGLHRC, not the Human Rights Commission. Mr. Brinkin agreed to forward the letter to Mr. Araujo. Sally Buchmann stated that she works at SF General, and explained that even though Ms. ____ was billed for the services, she only need pay what she can. Mr. Brinkin agreed to make a list of referrals for Ms. _____ by the end of the week. Jason Alley proposed that because issues of immigration and asylum are huge, we should continue to have an ongoing conversation on this topic. Mr. Alley also suggested that we break this panel in two halves, and have the second in January since many panelists were not able to make it today. Panel planners agreed to talk after the meeting is adjourned. Martha Knutzen thanked Ms. ____ for coming and told her that we would help her get assistance from community organizations. Ms. Vancil stated that as an immigrant who was granted political asylum, she can relate to Ms. _____'s struggle. She too has a girlfriend and a little girl and couldn't get them here because she could not marry her girlfriend. Ms. Vancil also added that it is her privilege and honor to serve here on this committee.

5. Discussion of Postponement of Panel on the Racial Privacy Initiative:

Larry Brinkin stated that the panel of LGBT issues in public schools panel is scheduled for January and the Racial Privacy Initiative (RPI) panel for February. He recommended postponing the RPI panel because the initiative itself was postponed until the March 2004 ballot. He stated that the Committee can discuss an RPI panel at the next retreat. He then suggested changing the public schools panel to February. Chris Caldeira, Ted Guggenheim, Nancy Lawlor, and Kirsten Boyd are putting together the public schools panel. Staff will send them an email reminder.

6. Report of the Senior Issues Task Force:

Larry Brinkin reported that the task force did not meet in November because the purpose of the meeting was to go over testimony, findings and recommendations, but those aren't done yet. Mr. Brinkin noted that all LGBTAC members should get their findings and recommendations to him as soon as possible. Since the Commission is not hiring a consultant to write the report, Mr. Brinkin will be writing the report himself, with help from staff. He is hoping that the report will be ready for the January 2003 meeting, but in any case no later that February 2003. The next task force meeting will be Tuesday, December 3, 2002 at 5:30p.m. Mr. Brinkin will send a reminder.

7. Report from Gender Identity Guidelines Revisions Task Force:

Danny Kirchoff reported that the task force had a dynamic meeting and great discussion, and realized the need to rework some things. Therefore, the timeline to bring the draft to the full committee has been extended. He stated that the task force would give an update over the next couple months. A member of the public asked if a schedule has been set for retrofit and cost analysis. Mr. Kirchoff stated that no committee has been formed yet concerning that issue. That same member of the public asked to speak to Marcus Arana about building codes and related issues. Mr. Brinkin supplied Mr. Arana's contact information.

8. Discussion of Recruitment of New Members:

Larry Brinkin referred members to the draft timeline. He stressed the importance of recruitment, particularly as it pertains to diversity, and asked members to get the word out to their friends and colleagues. Stephen Schwichow noted that one of the panelists from the Intersex panel asked to be contacted about recruitment. Mr.

Brinkin then asked members whether or not they intended to continue for another term. Eight members were certain of their intent to continue, and no one indicated that they did not intend to continue. One member expressed uncertainty. Commissioner Knutzen stated that she in no way wants to discourage anyone from continuing. She stated that it is great that the Committee has so many new members. Mr. Brinkin stated that we should establish a recruitment committee, and that committee should be as diverse as possible, and should include at least one Commissioner plus staff. Mr. Brinkin told members if they are interested, they can let one of the Commissioners know and they will be considered for appointment. Morningstar Vancil, Jason Alley, Stephen Schwichow, and Nancy Lawlor all expressed interest.

9. Commissioners' Report:

Commissioner Knutzen reported that there was one Commission meeting since the LGBTAC last met. She reported that at that meeting, the Commission heard an excellent Equal Benefits Five Year Report by staff member Cynthia Goldstein. By now, the Equal Benefits Ordinance is really institutionalized, and we can see the impact of it on the nation and culture. Commissioner Knutzen reported that more and more companies are stepping to the plate and doing the right thing. She added that most of the LGBT division staff was present for the report, which was good for the Commissioners to see. It's a real success story, said Commission Knutzen, not only for the Human Rights Commission, but also for the City. She added that the Commission has recently been addressing concerns brought to the Commission by members of the African-American community. Staff members have been assigned to assure that the African-American community is aware and connected with how their community can be involved in upcoming projects and jobs in the area. Commissioner Sparks reported that she and Commissioner Ward are working together to plan a hearing on environmental racism. They have conducted initial research based on public comments, and have found some disturbing information about rates of breast and colon cancer and asthma. The hearing will likely take place in January or February of 2003. Commissioner Knutzen reported that in the coming year, a lot of the work of the Commission and Director Harmon will be oriented toward reauthorization of the M/WBE ordinance. Every five years, the Commission must do a statistical diversity study on the need for this ordinance, including conducting hearings gathering anecdotal information. When the ordinance has been challenged in court under Proposition 209, it has always withstood the challenge because the Commission can prove that there is discrimination and it is remedying it through the program. Continuation of that work will be underway this year. Commissioner Sparks reported that several people who have been convicted of misdemeanors or felonies have come to the Commission in search of assistance in integrating back into society. Staff member Zula Jones has undertaken a project and is writing pamphlets on this topic. Finally, the Commission passed a resolution to honor the life of gay activist Harry Hay.

10. Staff Report:

Larry Brinkin reported on bad news concerning the budget. He stated that the Mayor's finance office has asked all departments to immediately cut 3% of the budget this year. This will be quite a challenge for the HRC, as it is already a bare bones department. It's complicated by the fact that half of the staff is funded by other departments' work orders. Those departments are going to face the same cuts and will want to cut HRC work orders. The Commission will try to avoid this and to avoid layoffs. It's going to be tough and might get even tougher, Mr. Brinkin reported. Mr. Brinkin reported that the division's fall intern, Jody Marksamer, has completed his tenure with the HRC. He was fabulous and we're really going to miss him. Mr. Brinkin stated that he and Cynthia Goldstein are taking a managing organizational change

course. Mr. Brinkin recently participated in a panel at the Arc of Refuge concerning transgender people and the law. Mr. Brinkin reported that the panel, which included Deputy District Attorney Jim Hammer, went well and was well attended. The transgender/police department task force is nearing completion of its work. The Commission is also working with the National Lawyers' Guild concerning transgender protocols in the Sheriff's Department. A report has been completed and a meeting with Chief Deputy Dempsey was held. Mr. Brinkin will be on vacation from December 13 thru January 2. There will be no December meeting. Ellise Nicholson, Marcus Arana, Danny Kirchoff, and YoseÃ±io Lewis all attended the NGLTF Creating Change conference from November 6-10 in Portland, OR. Ms. Nicholson stated that the conference theme was "Building an Anti-Racist Movement." She summarized the excellent keynote speech given by Carmen Vasquez and Tim Sweeney. Ms. Nicholson stated that there was some tension at the conference regarding NGLTF's refusal to take an anti-war stance. Danny Kirchoff reported that the event was exciting and inspiring, and it was a good first step to see dialogue around racism in our community. Mr. Brinkin also reported that Ellise Nicholson, Marcus Arana, and Jody Marksamer conducted a training recently at the SF Police Academy. Mr. Arana also conducted a training on transgender sensitivity with the SF Pride Committee, as well as one for Interpride (pride committees from around world), and a couple of trainings as settlements of complaints.

11. Old/New Business:

None.

12. Announcements:

Sally Buchmann mentioned that she went to the first ever union leadership training, sponsored by UCLA and Southern California Pride at Work. Torri Osborn, who gave seed money to Pride at Work, was there and was an inspirational speaker. Johnnie Pratt went to Sacramento yesterday for a conference of statewide youth organizations. He reported that LGBT organizations were noticeably absent. Conference organizers told Johnnie Pratt that there is no LGBT youth organization on the state level. Jason Alley noted that the Commission completed an LGBT youth report a few years ago and suggested that the organizers access that information. Commissioner Knutzen noted that this report is on the HRC website. Mr. Brinkin added that the Commission has a lot of copies of the report too, and can send them out. Stephen Schwichow commented on how this situation speaks to the invisibility of LGBT youth. Commissioner Knutzen commented that there is very little LGBT visibility in state government generally. James DeVinny stated that he and his friends have formed a group that is lobbying to change the date of LGBT Pride in 2004 to July 4th. It's in an exploratory phase, and the group is now meeting with organizations that would be impacted by the change. Johnnie Pratt asked about the significance of the date change. Mr. DeVinny stated that before Stonewall, people started organizing pickets, the first of which was on the 4th of July and was called the "annual reminder." It was a reminder that when we're celebrating the freedoms we have in the U.S., it is important to remind people that not all of us have these freedoms. Commissioner Sparks reported that tomorrow night there will be a vigil and march in memoriam of transgender people who died over the last several years. She pointed out that the timing is particularly poignant because of the recent death of Gwen Araujo. It was through this committee that the transgender hate crimes bill, which is being used in the Araujo case, was pushed through about 3 years ago. The march will start in Harvey Milk Plaza (Castro and Market Streets) and head to the LGBT Community Center. It was noted that Commissioner Sparks and Gwen Smith started this march and vigil in San Francisco four years ago, and it now occurs nationwide. Scott Campbell announced that next Monday is the Castro's tree lighting ceremony.

Adjournment:

Commissioner Knutzen moved to adjourn in honor of Harry Hay. The meeting was adjourned in his honor at 7:32 p.m.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	January 21, 2003
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

DOCUMENTS DEPT.

JAN 17 2003

SAN FRANCISCO
PUBLIC LIBRARY

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to Order and Roll Call	
2.	Approval of Minutes of November 19, 2002	5 min.
3.	Public Comments for Items Not on the Agenda	5 min.
4.	Panel on LGBT Immigration & Asylum Issues	40 min.
5.	Equal Benefits Ordinance 5-Year Report (Cynthia Goldstein)	20 min.
6.	Report from the Senior Issues Task Force	10 min.
7.	Report from Gender Identity Guidelines RevisionsTask Force	10 min.
8.	Report from Recruitment Committee	10 min.
9.	Discussion of February Panel	5 min.
10.	Commissioners' Report	5 min.
11.	Staff Report	5 min.
12.	Old/New Business	5 min.
13.	Announcements	
14.	Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, February 18, 2003
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

January 21, 2003

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the January 21, 2003 Meeting

Committee Members Present: Commissioner Martha Knutzen, Jason Alley, Virginia Benavidez, Sally Buchmann, Chris Caldeira, Scott Campbell, Chris Carnes, Jay Dwyer, Julie Frank, Ted Guggenheim, Jordy Jones, Danny Kirchoff, Nancy Lawlor, Yoseñio Lewis, Mara M. Montenegro, Johnnie Pratt, Jorge Romero-Lozano, Lisa Scheff, Stephen Schwichow, Morningstar Vancil.

Committee Members Absent: Commissioner Theresa Sparks (excused), Kirsten Boyd (excused), James DeVinny (excused), Kristine Oreskovich (excused).

Staff Present: Larry Brinkin, Ellise Nicholson, Domenic Viterbo.

Guests Present: Dusty Araujo, Adam Benditsky, Veronica Klaus-Shaul, Yoav Shaul, David Wright.

1. Call to Order and Roll Call:

Commissioner Knutzen called the meeting to order at 5:35 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of November 19, 2002:

Stephen Schwichow moved to approve the minutes as amended. Scott Campbell seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda: None.

4. Panel on Immigration & Asylum:

Dusty Araujo from the International Gay and Lesbian Human Rights Committee (IGLHRC) stated that IGLHRC is a non-profit, non-governmental organization that was founded in 1990. Mr. Araujo has been running IGLHRC's asylum program since 1994. IGLHRC has 9 staff members who assist LGBT people throughout the world. The IGLHRC website is www.iglhrc.org. Most of their work consists of advocacy and coalition building. They also work with activists in other countries by providing trainings on LGBT human rights issues, including train-the-trainer programs. A significant part of the asylum program consists of compiling information and conducting research concerning country conditions for LGBT people and those living with HIV and AIDS. Since its inception, IGLHRC has assisted in 4,900 cases worldwide. They provide information and education to attorneys handling asylum cases for the first time.

Additionally, IGLHRC works with individuals being held in INS detention centers within the United States by providing referrals to immigration attorneys and investigation into issues of treatment of detainees. Mr. Araujo explained that after changes in the law in 1996, detention centers have become more crowded. This crowding has led to more complaints about mistreatment, especially of HIV positive detainees. After September 11, 2001 countries such as England also have begun instituting detention centers, which is creating issues of treatment and access to representation there. Moreover, after September 11, immigrants and asylum seekers have less access to information and less ability to make contact with those who can assist them. This contact is crucial, explained Mr. Araujo, because those with legal assistance have much higher chances of being granted asylum. Mr. Araujo added that South Africa is now open to asylum based on sexual orientation. Staff member Larry Brinkin asked Mr. Araujo if IGLHRC provides assistance to bi-national couples. Mr. Araujo answered that they do so only if the partner from outside the United States seeks asylum. They will need documentation to prove a claim of that nature. Staff member Hadas Rivera-Weiss asked how IGLHRC compiles their list of attorneys. Mr. Araujo explained that when attorneys contact them for information, they are put into a database that is shared with other attorneys and potential clients. As far as Mr. Araujo is aware, IGLHRC is the only organization in the world gathering legal information regarding political asylum. Mr. Araujo added that the Patriot Act would have a grave impact on asylum cases.

The next speaker was David Wright, a private immigration and asylum attorney who works with the National Center for Lesbian Rights' (NCLR) Immigration/Asylum Project. Mr. Wright said that people from a variety of countries seek asylum based on sexual orientation. Many have suffered incredible persecution, while other cases are not as clear. The first step Mr. Wright takes when handling an asylum case based on sexual orientation is to go to Mr. Araujo at IGLHRC to gather information about conditions in the relevant country. Mr. Wright stated that IGLHRC has really changed they way these cases are handled, and large numbers of cases are now winning because of the information IGLHRC has compiled that shows what is really going on in various countries. It is also important to keep track of developments in how INS is applying the law, since INS decides the cases. Mr. Wright explained that the basic definition of asylum based on sexual orientation is that a person is being persecuted and is unable to avail him or herself of the protection of the government. Proving that a person has been persecuted on account of his or her orientation or HIV status is sometimes difficult. Documentation of what is happening in that country helps substantially. Committee member Scott Campbell asked whether or not the discrimination has to be perpetrated by the government in order to qualify for asylum. Mr. Wright stated that to obtain asylum in the United States, an applicant must show that if the persecution is not being perpetrated by the government, the government is unwilling or unable to control the persecutors. Committee member Chris Caldeira asked Mr. Wright from which countries most people are seeking asylum. Mr. Wright stated that because he speaks Spanish, most of his clients are from Central and South America. Mr. Araujo added that it really depends on where asylum is being sought. For example, in the United States, especially California, most asylum seekers are from Latin America, particularly Mexico, simply because of geography. In France, a lot of them come from Africa. In Australia, most come probably from Asia. Larry Brinkin asked whether gender identity cases have been winning. Dusty Araujo answered that those cases are in fact more likely to be granted asylum because it is easier to show persecution on the basis of gender identity. Virginia Benavidez asked how long these cases take to resolve. Mr. Wright answered that from the time of filing until the time of the interview is about three months. A decision is issued two weeks later. If the petition is denied at this point, the case will go to court about two months later. If the petitioner opts for the "fast track," the case will be resolved in less than a year. If not, it could drag on for years. Once the petition is filed, the petitioner can stay in the country legally pending the final decision.

Veronica Klaus-Shaul and Yoav Shaul were the next speakers. Ms. Klaus-Shaul stated that she married Mr. Shaul at City Hall about three years ago. Mr. Shaul is from Israel, and she is from Illinois. Ms. Klaus-Shaul is transgender. Her birth certificate was changed before the marriage to record her gender as female. Soon after marrying, on May 12, 2000, the couple initiated the process through INS to get Mr. Shaul permanent residency. At the first interview, the couple was asked why, given that they had been together for seven years, they hadn't married sooner. Ms. Klaus-Shaul answered that they were waiting for her to have her gender confirmation surgery so that the marriage would be legally valid. The INS case manager stated that she would recommend approval, but that her supervisor had to review it first. Sometime thereafter, INS requested that Ms. Klaus-Shaul supply her original amended birth certificate and a notarized surgeon's statement attesting to her sex reassignment surgery. Then, in March of 2002, they received notification through their attorney that the case was referred to the Special Operations Unit, which investigates fraud. This letter stated that their second INS interview would likely take place in August or September of 2002. They remained in frequent contact with their attorney, but neither they nor their attorney ever received notice regarding a second interview. Then, in October of 2002, Mr. Shaul received a letter from the INS stating that his application was denied for failure to appear for an interview on September 17, 2002. This letter also stated that he must leave the United States immediately. The couple's attorney as well as Ms. Klaus-Shaul also received letters to this effect. While all three parties received the denial letter, not one of them received notification of the interview date. They spoke with Senator Barbara Boxer and Representative Nancy Pelosi's offices. Harriot Ishimoto from Representative Pelosi's office as well as their attorney all requested that INS reopen the case. The INS refused. On the advice of their attorney, the couple submitted a new application in December of 2002 in addition to the petition to re-open. They have not heard anything yet. They also have sought help from the San Francisco Board of Supervisors, which passed a resolution urging the INS to re-open the case. Mr. Wright explained that since 1996, INS is no longer required to send mail certified. Commissioner Knutzen asked Ms. Klaus-Shaul and Mr. Shaul to let us know how the HRC can assist them. Mr. Wright recommended that the HRC write a letter to the INS public relations officer inquiring about this situation. Larry Brinkin stated that staff could write a letter from the Director.

5. Equal Benefits Ordinance 5-Year Report:

Staff member Cynthia Goldstein reported that from the first offering of domestic partner benefits by the Village Voice Newspaper in 1982 until the introduction of the Equal Benefits Ordinance fifteen years later, only 500 companies nationwide extended domestic partner benefits to their employees. Five years later, that number has surged. As of June 30, 2002, the Human Rights Commission helped 3,500 City Contractors extend benefits to the domestic partners of their employees. Nationwide, over 4,500 employers have been documented as offering such benefits. As of June 30, 2002, 11,233 contractors submitted compliance paperwork to the Commission. Of those, the status of 8,163 has been finalized with 7,669 (94%) of them having been placed into compliance (having ended any existing discrimination in the provision of benefits) and only 494 (6%) determined to be non-compliant. This rate of compliance has slowly increased over the past five years.

The goal of the Equal Benefits Ordinance is to eliminate discrimination in the provision of employee benefits offered to married employees and employees with domestic partners. Contractors may avoid discriminating, and thereby comply with the Ordinance, in one of three ways. They may: (1) offer employee benefits that don't discriminate between spouses and domestic partners; (2) offer no employee benefits based on marriage or domestic partnership; or (3) have no employees. Of the 7,669 contractors complying by the end of fiscal year 2001-2002, forty-six percent (3,501) offer nondiscriminatory benefits to their employees, twenty-nine percent (2,216) do not offer any benefits based on marriage or domestic partnership to their employees,

and twenty-five percent (1,952) do not have any employees (such as sole proprietors).

Ms. Goldstein added that over the past five years, the proportion of contractors complying with the Equal Benefits Ordinance in each of these three ways has remained fairly constant. There has been a slight increase in the percentage of companies offering nondiscriminatory benefits, mostly reflected within the first two years, and a rise in the percentage of contractors without employees. The most significant change has been a 6% decrease in the number of companies not offering benefits. This decline has continued over the five years of implementation and refutes the assertion that Equal Benefits legislation encourages employers to take away benefits they might otherwise offer.

As of the 2001-2002 fiscal year, Ms. Goldstein reported, 52 large companies (5,000 or more employees), 173 medium sized companies (500 to 4,999 employees) and 3,219 small companies (under 500 employees) comply by offering nondiscriminatory benefits. These proportions have remained fairly consistent during the life of the Ordinance and because they are reflective of the U.S. business community in general, they indicate that, regardless of company size, compliance with the Equal Benefits Ordinance is equally feasible.

City contractors offering domestic partner benefits employ a nationwide pool of approximately 1,722,000 people, reflecting an increase of almost 246,000 people in fiscal year 2001-2002. With actuarial statistics indicating an enrollment rate in domestic partner medical benefits offered to both same and opposite sex couples averaging 3% in the private sector, this means there are approximately 51,660 people who have taken advantage of this benefit through the programs offered by City contractors. This is an increase of approximately 7,380 insured domestic partners in the past year alone and reflects a steady growth in the number of individuals assisted by the City's policy.

After five years of Equal Benefits implementation, compliant contractors can be found in at least 44 states, plus the District of Columbia, and in over 900 cities across the country. The majority,

approximately 87%, are located in California, with 41.5% located in San Francisco. Companies that comply by offering benefits can be found in at least 39 states and the District of Columbia, and in almost 500 cities nationwide.

Lastly, Ms. Goldstein gave a legislative update on domestic partner laws and registries, and a litigation update regarding lawsuits against the City's Equal Benefits Ordinance.

6. Report of the Senior Issues Task Force:

Julie Frank reported that the Task Force met on Tuesday, January 7, 2003 at which time members began reviewing the findings and recommendations. Ms. Frank reported that Stephen Schwichow consolidated the findings and recommendations into a spread-sheet. More information will be available in February. Commissioner Knutzen reviewed the spread-sheet and notes and commended those involved, including Mr. Schwichow, Scott Campbell, Julie Frank, and Wood Massi. The next meeting of the Task Force will be held on February 4th at 5:30.

7. Report from Gender Identity Guidelines Revisions Task Force:

Lisa Scheff reported that the Task Force met last Tuesday, January 14, 2003. The Task Force is hoping to have a draft of the guidelines for the Committee's review

soon, but at present they are working out some of the language and want to wait until they have fully discussed and resolved those issues. In particular, the Task Force is still working out the section on public accommodations with unavoidable nudity. The desire in the group is to move toward self-identification and away from the requirement of a "genital match." Ms. Scheff reported that the Task Force is working hard on this issue.

8. Report from Recruitment Committee:

Larry Brinkin reported that the deadline for applications to the Committee was last Thursday. Mr. Brinkin stated that Adam Benditsky, the Mayor's LGBT Liaison, would be appointed as an ex-officio member. Six people applied in addition to Mr. Benditsky. Recruitment Committee members will receive copies of these applications tonight, and will hopefully conduct interviews next Tuesday. The Recruitment Committee will make their recommendations to the full Committee at the regular February meeting.

9. Discussion of February Panel:

Larry Brinkin reminded Chris Caldeira, Nancy Lawlor, Ted Guggenheim, and Kirsten Boyd that they are on the organizing committee for the February panel on LGBT issues in public schools. Mr. Brinkin added that organizing committee members should talk to each other and plan the panel together. He also asked that the organizing committee please let staff know in advance who the panelists will be so that staff can send confirming letters to the panelists.

10. Commissioners' Report:

Commissioner Knutzen reported that the Commission met twice since the last Committee meeting, once in December and once in January. At the December meeting, the Commission passed a number of letters as a consequence of recommendations stemming from the post-9/11 backlash hearings. The Commission has yet to receive any responses to these letters. Also, every quarter the Commission conducts a report on how well the City is complying with the M/W/LBE statutes. Commissioner Knutzen reported that there is still a significant under-representation of minority and women contractors being awarded City contracts. Regarding the January Commission meeting, Commissioner Knutzen reported that the Chair of the Committee, Ghada Saliba-Malouf, resigned because she moved out of city. A new Chair, Malcolm Heinicke was elected, along with a new Vice-Chair, Alicia Becerril. The Commission also discussed the effort by the ACLU urging cities to refuse to comply with the Patriot Act to the extent that it infringes upon civil liberties. Nearly twenty cities are on board thus far. The Commission asked the Board of Supervisors to pass a resolution joining these cities in refusing to implement the Patriot Act. The Board is voting on that issue tonight. Commissioner Knutzen asked staff to include the four page ACLU handout on this issue in next month's packet.

11. Staff Report:

Larry Brinkin reported on the bad budgetary news. Every day, he stated, the City's budget deficit grows. The current deficit is now expected to be 350 million dollars, which is the largest since World War II. The City is in the process of discussing options to deal with this, including the possibility of mandatory unpaid leaves. This year the HRC has been asked to take a 3% cut. Next fiscal year's cut will be at least 8% and up to 20%. This could mean lay-offs. The HRC does not have much money to cut besides employee salaries. Mr. Brinkin also reported on additional sad news, which is that Mary Dunlap died of pancreatic cancer. Ms. Dunlap was the director of the Office of Citizen Complaints (OCC). She was a lesbian attorney famous for arguing before the United States Supreme Court in the gay Olympics case. She also founded Equal Rights

Advocates. Mr. Brinkin stated that she had a wonderful heart and was very important to our community. Mr. Brinkin worked with her concerning police and transgender relationships, much of which came at her initiative. Mr. Brinkin added that we will miss her, and he would like to adjourn in her honor. Mr. Brinkin also reported that Director Harmon gave birth to a baby, named Patrick, who was born two days early. Director Harmon will be out for the next three months on maternity leave. Mr. Brinkin added that HRC staff is continuing to be part of the Legal Collaborative of the LGBT Center. Ellise Nicholson handed out a flyer for the next Legal Collaborative event, which will be a housing forum held at the center on February 20, 2003. Mr. Brinkin stated that Marcus Arana is speaking on transgender issues to a class at UC Santa Cruz, and remains in high demand as a speaker on transgender issues.

12. Old/New Business:

None.

13. Announcements:

Stephen Schwichow announced that the Catholic Church recently made an official statement regarding transgender people, ordering parishes never to change any records with respect to gender. Sally Buchman asked where that leaves intersex persons. Yoseñio Lewis explained that there is a specific exception for those with "ambiguous external genitalia."

14. Adjournment:

Yoseñio Lewis moved to adjourn in honor of Ntombei Howell, who was the Director of the recovery program at Glide Memorial Church, and Angela Davis, who was an activist working on the issue of HIV/AIDS in Hunter's Point and in women's communities. Ms. Davis, who died of Multiple Sclerosis, had just completed her work to become a minister with the Unitarian Church, was an out air force pilot, and had three Master's degrees. The meeting was adjourned at 7:43 in honor of Mary Dunlap, Ntombei Howell, and Angela Davis.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO PUBLIC LIBRARY

February 18, 2003

Lesbian Gay Bisexual Transgender Advisory Committee

AGENDA

Date	February 18, 2003
Time	5:30 - 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1. Call to Order and Roll Call

2. Approval of Minutes of January 21, 2003 5 min.

3. Public Comments for Items Not on the Agenda 5 min.

4. Panel on LGBT Public Schools 60 min.

5. Approval of Resolution Honoring Life of Mary Dunlap (Action Item) 5 min.

6. Report from the Senior Issues Task Force 5 min.

7. Report from Gender Identity Guidelines RevisionsTask Force 5 min.

8. Recommendation for Appointment of New Members (Action Item) 10 min.

9. Retreat Planning 10 min.

10. Commissioners' Report 5 min.

11. Staff Report 5 min.

12. Old/New Business 5 min.

13. Announcements

14. NEXT MEETING OF LGBTAC: Tuesday, March 18, 2003

25 Van Ness Avenue, Suite 800, San Francisco

15. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

February 18, 2003

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the February 18, 2003 Meeting

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Kirsten Boyd, Chris Caldeira, Chris Carnes, James DeVinny, Julie Frank, Ted Guggenheim, Jordy Jones, Nancy Lawlor, Mara M. Montenegro, Jorge Romero-Lozano, Kristine Oreskovich, Lisa Scheff, Stephen Schwichow, Morningstar Vancil.

Committee Members Absent: Jason Alley (excused), Virginia Benavidez (excused), Sally Buchmann, Scott Campbell (excused), Jay Dwyer (excused), Danny Kirchoff, Yoseñio Lewis (excused), Johnnie Pratt (excused).

Staff Present: Larry Brinkin, Domenic Viterbo.

Guests Present: Chris Daley, Kevin Gogin, Jordan Green, Jasmine, Carolyn Laub, Ren Phoenix.

1. Call to Order and Roll Call:

Commissioner Knutzen called the meeting to order at 5:35 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of January 21, 2003:

Mr. Romero-Lozano moved to approve the minutes as written. Ms. Scheff seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

None.

4. Panel on Public School Issues:

Ms. Caldeira introduced Jasmine, a 17-year old senior at Thurgood Marshall High School, who is president of the school's Gay/Straight Alliance (GSA). She said that she came out as a lesbian while in the 8th grade at a Catholic middle school that she attended. In her freshman year, she was reluctant to come out, but then she met a popular junior girl who helped her come out. The two became girlfriends and had helped her gain the confidence to be out in school. Her girlfriend was president of the school's GSA, and when she graduated, Jasmine became president. She also stated that because of her studies and other extracurricular activities, she doesn't have too much time to devote to the GSA. If no one is able to take over the GSA when she

graduates, the club may be discontinued.

Jasmine says that though the GSA wasn't attracting a lot of people to join, it isn't being looked down upon. She, along with an advisor, put a slide show together depicting images of LGBT people that was shown at school. She said that most students who come out don't want to make it public. About 30 other students have come out to her confidentially because she is the most out person at school which makes her comfortable to talk to. She has been asked to speak before her peers, students at other high schools, and college students about coming out. She said that the key to gaining the respect of your peers is confidence. You must have the confidence to be yourself or else people look down on you. Since Jasmine is confident about herself and her sexual identity, she hasn't gotten a lot of negative responses.

Jasmine said that the school's teachers are very supportive; students are encouraged to be themselves. She said that she is kept positive and happy due to the great people who surround her. She said that her family is very supportive of her, but her mother is worried mostly about the hardships she may face in the future as a result of being out. Ms. Vancil asked if any teachers have come out to her. Jasmine said that two teachers came out.

Jasmine mentioned that last year, her school held an event called Day of Silence that was sponsored by the Gay Lesbian Straight Network to honor people who've been brutalized by hate crimes. She hopes to make this year's Day of Silence more successful.

Ms. Lawlor introduced 17-year old Jordan Green. Jordan said he came out in the summer of his eighth grade year to his mom and her family. He said that year, he and his sister, accompanied by his mother, went to summer camp and he was caught kissing a boyfriend. Through his one-week stay at camp, he felt that he had experienced blatant homophobia because he was passed up for honors and was moved to a different cabin from where his boyfriend was. From this experience, he vowed to himself to come out in high school. His mother was very supportive of him though his father wasn't quite as accepting.

Jordan had been going to the Lavender Youth Recreation and Information Center (LYRIC) for 3 years prior to coming out in high school. He is attending School For The Arts which is a very liberal, open-minded school. On the second day of his freshman year, he met David and Jessica thus forming his support system. This year the three of them became co-presidents of their school's GSA.

Jordan said that by finding the strength and confidence to come out, he was seen as a leader, then became a peer educator teaching sex education. By working with LYRIC as an intern for the young men's health coordinator, he began educating others by putting on workshops and traveled around the country.

Jordan said that he attended workshops on how to run a GSA. Jordan said that other out students his age only want to have fun, and that the GSA's main focus is education. Students visiting the GSA are encouraged to check out their library of LGBT-themed books or other resources they provide.

The GSA has been more education-focused, but Jordan says that they may focus on more social aspects next year. He added that when the social aspect of their GSA changed to being more education-focused, attendance dropped. He said that numbers decreased because people thought it would be a place to be social, to find out who's gay. Eventually more students come out and are invited to the GSA and use it for support, a place to feel accepted.

Ms. Oreskovich asked if straight students attend their workshops. Jasmine replied that her personal friends and allies who are straight would attend workshops to show their support. Jordan said that when he first joined the GSA it was mostly straight, but they were allies.

Ms. Lawlor introduced Mr. Kevin Gogin, Director of Support Services for Sexual Minority Youth, which is a program within the School Health Programs Department of the San Francisco Unified School District (SFUSD). He founded the program in September 1990. He added that his program has three components: 1) working with students individually, 2) curriculum development and education, and 3) professional development. Most of Mr. Gogin's work is concentrated mostly at the high school level, though he's called to assess younger students as well.

Mr. Gogin passed out a job description for Sexual Minority Youth Liaison Coordinator (SMYL) for the Health Promotion Committee. The position would be on the high school level. He added that SMYLs are also provided to kindergarten through middle school (K-8) campuses. The SMYLs provide resources to students which includes a drop-in and/or GSA. For K-8 campuses, SMYLs provide a violence prevention event as well as a gay pride event. In the middle school level, there are 10 clubs called either Rainbow, Diversity, or Respect Clubs and are working well. Ms. Boyd asked what happens to kids if they decide to come out in elementary school. Mr. Gogin said that because of funding, SMYLs aren't provided to elementary schools, though there are on-site learning support consultants and nurses. The organization, Children of Lesbians and Gays Everywhere (COLAGE), has been helpful with broadening their youth meetings to include kids who might be queer as well as children of gay parents.

Commissioner Sparks asked if gender identity is addressed particularly regarding the incidents of last year. Mr. Gogin said that it's much easier nowadays for students to come out as transgender or gender variant than it was 10 years ago, though there are still challenges. He added that education starts with the discussion of gender identity. He said students as early as 6th grade exhibit signs in a variety of ways. San Francisco has policies in place to help aid them in accommodating transgender students even though there are no written policies in the SFUSD. For transgender students, bathrooms and locker rooms are provided and dress codes are not an issue. Mr. Gogin's office can even help students change their sex on school records. They can also find someone on-site whom they can be out to about their gender identity.

Mr. Gogin said that policy exists regarding discrimination against LGBT teachers; however, they cannot dictate their sense of safety. It is clear that LGBT teachers and students have the right to be out if they choose to be.

Carolyn Laub is with the Gay/Straight Alliance Network (GSAN), a network of all the GSAs around the state, primarily high schools. There are currently about 325 GSAs in the state of California. GSAN is a student movement led by students. GSAN started 4 years ago to network the GSAs in the Bay Area, only 40 at the time. Since then they've expanded geographically. GSAN helps foster leadership, provides resources, and supports students who want to be leaders and activists and helps them deal with challenges. Unfortunately very few students from San Francisco have gotten involved though more students outside of San Francisco are active because of strong district program support and strong teacher/adult presence at the school-site level. Ms. Laub passed out a draft policy guide pertaining to transgender students which was created because more school districts are confronting more transgender students coming out at earlier ages. These pose more challenges to schools than questions about sexual orientation. She introduced Chris Daly with the Transgender Law Center with whom she's worked to help put together the policy guide. She said that GSAN has worked with LYRIC and Mr. Gogin's program to help put on the Overcoming Homophobia Meeting for Youth (OHMY) conference each February. This year's event attracted

about 500 students. She added that an arts collaboration with LYRIC taught students about different types of media, such as printscreening and graphic design. The students later produced an exhibit. She produced several posters that were created by students through the collaboration that were distributed to all the GSAs in California.

5. Approval of Resolution Honoring Life of Mary Dunlap (Action Item):

Commissioner Knutzen said that the resolution would be voted on at the next Commission meeting. She noted that Cynthia Goldstein, of staff, had written most of the resolution. Commissioner Knutzen, Mr. Brinkin, and Ms. Lawlor shared their personal reflections of Mary. Ms. Lawlor moved to recommend the resolution to the Commission. Ms. Carnes seconded. The motion passed unanimously.

6. Report of the Senior Issues Task Force:

Mr. Brinkin said that the Task Force met on February 4 and is continuing to work on the LGBT Senior Issues report. He said that the Task Force is still working on the recommendations. A draft copy of the report will be sent out on Friday to the Task Force members for review and then will be discussed and voted on at next month's meeting. It will then be given to the Commission for approval at its March 27th meeting. Then members of the Commission on Aging and Adult Services will receive a draft copy of the report for their approval at their April meeting.

7. Report from Gender Identity Guidelines Revisions Task Force:

Mr. Brinkin reported that a draft copy of the report has been given to the City Attorney's office and is currently being reviewed.

8. Recommendation for Appointment of New Members (Action Item):

Ms. Lawlor reported that she, along with Commissioner Knutzen, Mr. Alley, Ms. Vancil, Mr. Brinkin, and Ms. Nicholson, was part of the recruitment committee who interviewed six applicants to the Committee. She said that out of the six applicants who submitted letters of application by the deadline, three were chosen: Bill Kirkpatrick, Aleem Raja, and Lauren Williams. If the Committee votes to recommend them, their names would be given to Commission Chair Malcolm Heineke for appointment. Ms. Vancil moved to recommend the three applicants to the Commission. Mr. Guggenheim seconded. The motion passed unanimously.

9. Retreat Planning:

Mr. Brinkin described the process on how the retreat will be planned. Mr. Brinkin added that Former Commissioner Stephen Herman, an administrator with City College of San Francisco, has allowed the Committee to use the auditorium at 33 Gough Street that was used for last year's retreat. Mr. Brinkin will send the possible retreat dates to Committee members. Commissioner Knutzen suggested that Committee members provide their availability for all retreat dates via e-mail to staff. A retreat planning committee will be selected at next month's meeting.

10. Commissioners' Report:

Commissioner Knutzen announced that a community group is advising the Commission regarding environmental racism. The group advised the Commission that rather than having a hearing, it should consider having a series of workshops. This is so that a more informed hearing will result. Mr. Brinkin said that the group will be meeting

tomorrow and will decide on having a hearing, scheduled for March 13, or the workshop idea.

Mr. Brinkin announced that at the upcoming February 27th Commission meeting, a resolution will be presented in honor of the memory of Harry Hay to his partner, John Burnside.

11. Staff Report:

Mr. Brinkin reported that staff will participate in Public Interest Law Day at Hastings School of Law on February 22nd. Staff members will staff a table and interview law students interested in interning at the HRC during the summer.

Mr. Brinkin reported that an intern from Jewish Vocational Services would join staff on March 3rd for 12 hours weekly for five weeks providing assistance on the LGBT Senior Issues report.

Mr. Brinkin announced that he was Acting Diretor last week and is this week while the Director is on maternity leave. Cynthia Goldstein will be Acting Director for two weeks afterward.

Mr. Brinkin announced that members of staff led a few TAP and Gender Identity trainings throughout the month and have more trainings lined up through March.

Mr. Brinkin reported that Los Angeles has had its own Equal Benefits Ordinance for about a year, and its City Council just voted unanimously to strengthen the ordinance to be more like San Francisco's.

Mr. Brinkin announced that at the March 13th Commission meeting, the LGBTH division will report on LGBT immigration issues with invited speakers.

Mr. Brinkin announced that Aleem Raja, a new LGBTAC member, is a finalist for grand marshal of the Pride Parade along with himself and Carolyn Laub, one of the panel speakers.

12. Old/New Business:

None.

13. Announcements:

Ms. Boyd announced that she organized a women's' rap session for Pride.

Mr. Jones announced a transgender rap session at the LGBT Community Center's Senior Room tomorrow night at 7:00 p.m.

Mr. Schwichow reported that he attended a national conference of Unitarian Universalists Office of LGBT Concerns in Kansas City, MO.

Ms. Vancil announced that she would be speaking about racism at the 18th Annual Empowering Women of Color Conference: Fighting for Liberation at UC Berkeley at 10:00 a.m. on March 1st.

14. Adjournment:

Mr. Brinkin moved to adjourn in honor of Del Martin and Phyllis Lyon's 50th anniversary as a couple. The meeting was so adjourned at 7:40 p.m.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

0.45

18/03

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.

MAR 13 2003

SAN FRANCISCO
PUBLIC LIBRARY

Date	March 18, 2003
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights

The office location is accessible to and accommodates people with disabilities.

AGENDA

1. Call to Order and Roll Call	
2. Welcome & Introductions	15 min.
3. Introduction of Commission Chair Malcolm Heinicke	5 min.
4. Approval of Minutes of February 18, 2003	5 min.
5. Public Comments for Items Not on the Agenda	5 min.
6. Approval of Recommendation to Commission That It Send a Letter to the San Francisco Police Department Encouraging the Designation of a Liaison to Political Demonstrations (Discussion and Action Item)	10 min.
7. Approval of Report on Public Hearing on Aging in the LGBT Communities (Discussion and Action Item)	35 min.
8. Report from Gender Identity Guidelines RevisionsTask Force	5 min.
9. Retreat Planning	10 min.
10. Discussion of 2003 Pride Day Activities	15 min.
11. Commissioners' Report	5 min.
12. Staff Report	5 min.
13. Old/New Business	5 min.
14. Announcements	
15. Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, April 15, 2003, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

March 18, 2003

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the March 18, 2003 Meeting

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Virginia Benavidez, Sally Buchmann, Melchor Bustamante aka Mara Montenegro, James DeVinny, Julie Frank, Jordy Jones, Danny Kirchoff, Bill Kirkpatrick, Nancy Lawlor, Johnnie Pratt, Aleem Raja, Jorge Romero-Lozano, Lisa Scheff, Stephen Schwichow, Morningstar Vancil, Lauren Williams.

Committee Members Absent: Kirsten Boyd (excused), Chris Caldeira, Chris Carnes (excused), Scott Campbell (excused), Jay Dwyer (excused), Ted Guggenheim (excused), Yoseñio Lewis (excused).

Staff Present: Larry Brinkin, Ellise Nicholson.

Guests Present: Robert Haaland

1. Call to Order and Roll Call:

Commissioner Sparks called the meeting to order at 5:35 p.m. Mr. Brinkin called the roll.

2. Welcome and Introductions

Commissioners Knutzen and Sparks introduced themselves, welcomed the new members, and asked each member to introduce himself or herself.

3. Introduction of Commission Chair Malcolm Heinicke

Commissioner Sparks introduced Commission Chair Malcolm Heinicke. Commissioner Heinicke welcomed new members and commended them on their outstanding qualifications. He stated that should any Committee members have questions about the Commission or anything else they would like to discuss with him, his door is always open. He stated that he is also available and accessible to members by phone or email. He stated that although the focus of the other four HRC Committees is strictly on San Francisco issues, the LGBTAC is the one exception. He stated that this Committee is a beacon for the country, which is both a luxury and a responsibility. He asked members to keep in mind that bettering the San Francisco community is important, but members should also think proactively about how the Committee can be a beacon to the world. Commissioner Heinicke added that he serves on the Executive Board of the United Council of Human Services, is an attorney, and has worked on political campaigns. His two pet projects for the Commission are to take

Commission meetings out of City Hall on occasion to communities that might not know about the Commission or be able to get to City Hall. He also is working on revising the information sheet the City gives to couples when they register as domestic partners.

4. Approval of Minutes of February 18, 2003:

Johnnie Pratt was trapped in D.C. and thus missed last month's meeting. The minutes should be amended to denote that Johnnie's absence was excused. The next to the last line on page three should be amended to clarify what is meant by "gym experiences." Stephen Schwichow moved to approve the minutes as amended. Jason Alley seconded. The motion passed unanimously.

5. Public Comments for Items Not on the Agenda:

None.

6. Approval of Recommendation to Commission That It Send a Letter to the San Francisco Police Department Encouraging the Designation of a Liaison to Political Demonstrations:

Robert Haaland, President of the Harvey Milk LGBT Democratic Club (The Club), stated that the LGBT group "Gay Shame" came to talk to The Club about the problems that they experienced with the San Francisco police during their protest at the LGBT Community Center. Mr. Haaland stated that hearing them, it became clear that had there been a liaison from the police department there to de-escalate the situation, things might have gone differently. If the SFPD could send a liaison to protests to talk with protesters, violence might be avoided. Mr. Haaland is asking that the HRC and the Board of Supervisors reach out to the SFPD to request that the SFPD send such a liaison to protests. Commissioner Sparks asked if this letter is under consideration by the Board of Supervisors. Mr. Haaland stated that it is unclear whether someone is specifically acting on this as of yet. Members discussed and agreed upon the benefits of having a liaison to protestors. James DeVinney asked that the tone of the letter be changed slightly so as to avoid telling the SFPD how to do their job but rather to encourage them to participate in dialogue. Other minor stylistic changes were suggested and will be incorporated into the letter. Commission Chair Heinicke stated that sending the letter is a great idea, but it may also be helpful to set up a meeting with the SFPD to discuss details. Chair Heinicke further suggested inviting representatives from the SFPD to an LGBTAC meeting. Commissioner Sparks noted that this would fall within HRC's charter to handle intergroup tensions. She suggested that the letter include an invitation to the SFPD to have them come to a meeting of the LGBTAC. Members agreed that it would be great to have a follow-up dialogue to the letter. Danny Kirchoff noted that transgender people face a whole added level of violence and discrimination by police and thus their right to protest is curtailed. Commissioner Sparks stated that there is currently an SFPD /HRC joint task force that just completed its work developing protocols on this exact issue. These protocols should be going forward in the next month or so. Commissioner Knutzen also suggested that we could offer the services of HRC staff in their role as resources/mediators. Commissioner Sparks made a motion to approve the letter with the suggested additions and changes. Stephen Schwichow seconded. The motion passed unanimously.

7. Approval of Report on Public Hearing on Aging in the LGBT Communities:

Larry Brinkin stated that the draft report was included in members' packets, and also passed out a draft that included more recent changes. Commissioner Knutzen asked that members turn in grammatical changes rather than going over them in this meeting. Mr. Brinkin reviewed with members the changes made since the last draft

was sent. Mr. Brinkin is hopeful that this report will go to Commissioners for final approval, and then to the Commission on Aging and Adult Services. Members complimented the report, and some structural and stylistic changes were suggested. Commissioner Sparks made a motion to recommend the report for the Commission's approval. Virginia Benavidez seconded. The motion passed unanimously. Mr. Brinkin thanked task force members for all of their hard work on the report.

8. Report from Gender Identity Revisions Task Force:

Larry Brinkin reported that a draft revision of the Guidelines was produced and sent to Deputy City Attorney Cathy Barnes. Ms. Barnes' intern is researching some of the legal issues posed by the revisions. The task force will not bring a draft to the Committee until hearing back from Ms. Barnes and making any necessary changes.

9. Retreat Planning:

Commissioner Sparks stated that this year's retreat will take place on Saturday, May 3, 2003 at San Francisco City College auditorium, 33 Gough Street. Members should arrive at 8:30 a.m., and can expect to leave by 5:00 p.m. Commissioner Sparks asked for volunteers for the planning committee, which will meet once or twice prior to the retreat. Mara Montenegro, Sally Buchmann, and James DeVinney volunteered. Larry Brinkin stated that he will ask members who are absent about their interest in the planning committee and will get back to everyone once Commissioner Knutzen makes the assignments. If any members have suggestions for icebreakers, agenda items, etc., please tell Mr. Brinkin.

10. Discussion of 2003 Pride Day Activities:

Commissioner Sparks reported that the HRC has no budget to do a booth at Pride this year, since booths cost about $200. Jordy Jones said he would check into whether the HRC could get a lower price. Commissioner Sparks added that if any members belong to an organization that might like to do a joint booth with the HRC, we should look into that option. Larry Brinkin added that another option is to march in the parade instead of having a booth. Danny Kirchoff stated that the problem with marching is that a lot of members have to march with their work or other organizations. James DeVinney stated that it depends on the purpose of the booth, e.g. whether or not we will be collecting signatures supporting or opposing bills, etc. Commissioner Sparks stated that there are a few bills pending in the California Legislature for which we could collect signatures, including a gender identity bill, a domestic partner bill, and a bill regarding the Patriot Act. A straw poll was conducted, with 12 members wanting a booth and 3 preferring to march. It was agreed that if we can afford to have a booth, we will.

11. Commissioners' Report:

Commissioner Knutzen reported that the Commission presented the Harry Hay resolution to his long time partner, John Burnside. The Commission also passed a resolution honoring the life of Mary Dunlap, which likely will be presented to her partner, Maureen Mason. Commissioner Knutzen stated that the environmental racism workshops are moving ahead, and they are currently in the process of setting a timetable for the workshops. She stated that the workshops would deal with issues such as health, industrial dumping, the naval plant, etc. She will keep members abreast of when the workshops will be conducted. Commissioner Sparks added that they are looking not just at the issue of environmental racism, but are broadening the focus to environmental justice, which includes a focus on economic issues. The Commission will produce a report, findings, and recommendations out of the workshops. A great deal of the Commission's resources and focus is on this issue.

Commissioner Knutzen stated that the Commission passed recommendations to extend the M/W/BE legislation. A disparity study is in the works. The LGBTH unit provided a report on immigration and asylum issues facing the LGBT community. This report detailed Attorney General John Ashcroft's proposed change that only persecution by state-actors will qualify a person for asylum. This issue will be coming to the LGBTAC in the near future. Further, it was reported that all persons currently seeking asylum from Iraq are being put into detention for "security" reasons.

12. Staff Report:

Larry Brinkin reported that he and Cynthia Goldstein attended the Ninth Circuit hearing in the S.D. Meyers Equal Benefits case. Mr. Brinkin further reported that two summer interns would be joining the LGBTH division on June 2, 2003. One is from New College and the other is from USF. Cynthia Goldstein will be testifying in front of the California Assembly Judiciary Committee regarding the pending statewide equal benefits law, AB17, on April 1, 2003. Mr. Brinkin and Ms. Goldstein attended the Bay Area Lawyers for Individual Freedom (BALIF) dinner last week. A new Commissioner was just appointed. He is a Palestinian-American man named Khaldoun Baghdadi. Mr. Baghdadi is a board member of Intergroup Clearinghouse, a plaintiff's attorney, and is active in Arab American organizations.

13. Old/New Business:

None.

14. Announcements:

Commissioner Sparks announced the arrival of Director Harmon's new baby, Patrick. Johnny Pratt stated that there is a hate crime trial on April 3, 2003, and people are encouraged to attend to support the victims, and are asked to wear red. Johnnie Pratt added that he is currently looking for a job. Larry Brinkin noted that the last day to cast your vote for Pride Grand Marshall is March 31, 2003.

15. Adjournment:

Commissioner Sparks made a motion to adjourn. Stephen Schwichow seconded. The meeting was adjourned at 7:35 p.m.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
APR 14 2003
SAN FRANCISCO
PUBLIC LIBRARY

Date	Tuesday, April 15, 2003
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to Order and Roll Call	
2.	Approval of Minutes of March 18, 2003	5 min.
3.	Public Comments for Items Not on the Agenda	5 min.
4.	Discussion re: Appointment of a San Francisco Police Department Liaison to Political Demonstrations	60 min.
5.	Retreat Planning and Approval of Retreat Agenda (Action Item)	10 min.
6.	Report from Senior Issues Task Force	5 min.
7.	Report from Gender Identity Guidelines RevisionsTask Force	5 min.
8.	Discussion of 2003 Pride Day Activities	15 min.
9.	Commissioners' Report	5 min.
10.	Staff Report	5 min.
11.	Old/New Business	5 min.
12.	Announcements	
13.	Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, May 20, 2003, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

April 15, 2003

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the April 15, 2003 Meeting

Committee Members Present: Commissioner Martha Knutzen, Jason Alley, Kirsten Boyd, Sally Buchmann, Melchor Bustamante aka Mara Montenegro, Chris Caldeira, Jay Dwyer, Julie Frank, Jordy Jones, Danny Kirchoff, Bill Kirkpatrick, Nancy Lawlor, Yoseñio Lewis, Aleem Raja, Lisa Scheff, Stephen Schwichow, Morningstar Vancil, Lauren Williams.

Committee Members Absent: Commissioner Theresa Sparks (excused), Virginia Benavidez (excused), Scott Campbell (excused), Chris Carnes (excused), James DeVinny, Ted Guggenheim (excused), Johnnie Pratt, Jorge Romero-Lozano (excused).

Staff Present: Larry Brinkin, Ellise Nicholson.

Guests Present: Robert Haaland, Tommi Avicolli Mecca

Call to Order and Roll Call:

Commissioner Knutzen called the meeting to order at 5:40 p.m. Mr. Brinkin called the roll.

Approval of Minutes of March 18, 2003:

Mr. Stephen Schwichow moved to approve the minutes as written. Mr. Jordy Jones seconded. The motion passed unanimously.

Public Comments for Items Not on the Agenda:

None.

Discussion re: Appointment of a San Francisco Police Department Liaison to Political Demonstrations:

Due to the absence of Chief Alex Fagan, discussion was postponed.

Retreat Planning and Approval of Retreat Agenda:

Staff member Ellise Nicholson stated that the retreat planning committee met last week. Since James DeVinny and Ms. Nicholson were the only people at the meeting, they went ahead and planned the retreat. The agenda is similar to last year's, with a

couple of minor changes. Members approved the draft agenda. Ms. Nicholson asked members to think about what issues they would like to work on in the coming year and to consider what form their proposal would take. She also asked members to email any ideas for icebreakers. Finally, Ms. Nicholson passed around a sign-up sheet for members to volunteer to bring drinks and snacks.

Report from Senior Issues Task Force:

Larry Brinkin reported that on March 27, 2003 the Human Rights Commission unanimously approved the Senior Issues Public Hearing Report. On April 2, 2003, the Aging and Adult Services Commission approved it as well, and praised the report and the collaborative efforts. Mr. Brinkin reported that we still need to find photographs for the report. The report will be on the HRC website. The next meeting of the task force is scheduled for May 6, 2003. Julie Frank suggested that we might take photos for the report ourselves. Bill Kirkpatrick said that he has photographs that will work for the report. Mr. Brinkin stated that he would contact Mr. Kirkpatrick regarding the photographs. Mr. Brinkin added that at the May 6, 2003 meeting the task force would begin developing an implementation plan.

Report from Gender Identity Guidelines Revisions Task Force:

Larry Brinkin reported that we are still waiting for the City Attorney to review the draft guidelines. The task force cannot proceed further until her review is completed, and will not meet until that time.

Discussion of 2003 Pride Day Activities:

Larry Brinkin reported that he does not yet have a definitive answer on the booth money. He stated that we might be able to get the money from the Friends of the HRC. Jordy Jones stated that the Pride Committee will waive the fee if we cannot get the money. Mr. Brinkin responded that he wants to avoid having to request a waiver given that we are a City agency. Commissioner Knutzen stated that we should proceed on the assumption that we will get the money for the booth.

Commissioners' Report:

Commissioner Knutzen began her report by stating that member Scott Campbell has been very ill with lymphoma. She passed around a card for Mr. Campbell for members to sign. Commissioner Knutzen reported on a meeting between the HRC and San Francisco Police Department (SFPD) Chief Alex Fagan, Sgt. Stephen Thornr, and Deputy Chief Heather Fong regarding transgender cultural competency. This issue was first brought forward in 1994 at the public hearing on transgender discrimination, and then by the Office of Citizen Complaints (OCC) a couple of years ago. The Police Commission passed a resolution to establish a task force on the issue. The task force is made up of members of the community, the HRC, the SF police department, and Community United Against Violence (CUAV). The task force met for over a year and established a framework and a draft report with recommendations to the SFPD. This report was sent to the SFPD, and the recent meeting was held in order to discuss the SFPD response to the report. Chief Fagan essentially said that he agreed with everything in the report, and made clear that they would make a serious effort to implement the recommendations contained in the report, starting this May. Chief Fagan added that the SFPD would begin with transgender sensitivity trainings for their top captains. He also agreed to recommend to the Police Commission amendments to department general orders that would add protections against gender identity harassment. Commissioner Knutzen stated that staff would send a copy of this report in the next member packets. Commissioner Knutzen asked visitor Rober Haaland if he might comment on his involvement in this issue. Mr. Haaland, the President of the

Harvey Milk LGBT Democratic Club, stated that he was arrested during a protest a couple of years ago. During the course of his detainment by the SFPD, he was verbally harassed and sexually assaulted by officers. He stated that the culture within the police department allowed this to occur despite the many witnesses present. He stated that the purpose of the harassment was to humiliate him. He thanked the HRC for taking the lead on this issue, adding that it is one of the more important civil rights moments in the history of San Francisco. Larry Brinkin added that over the time the task force has been meeting, SFPD officers involved have developed a greater understanding of the problem. Mr. Brinkin also stated that City Attorney Dennis Herrera championed the issue when he was on the Police Commission, and has continued to check in on its progress since being elected City Attorney. Commissioner Knutzen commented on the community response to Jay Leno's joke regarding Commissioner Sparks. She stated that national organizations have been responding to Mr. Leno without conferring with Commissioner Sparks first. A lot of people wrote letters. Jay Leno ended up apologizing to Mark Leno. The Commission wrote a letter discussing Commissioner Sparks as a person, a colleague, and a friend, which Commissioner Knutzen distributed to members and guests. Commissioner Knutzen reported that the Commission's present work mostly concerns the M/WBE ordinance. Commissioner Knutzen distributed a list of workshops on environmental racism that members might wish to attend.

Staff Report:

Larry Brinkin reported that on June 11, 2003, staff member Marcus Arana will be organizing a transgender panel for a brown bag lunch for Macy's employees. Mr. Arana also will be part of a four-hour training that will be conducted for San Jose State University public health students. Regarding the budget situation, Mr. Brinkin reported that it continues to be frightening. The current City deficit is between 350 and 360 million dollars. At this point it is pretty certain that there will be layoffs and that those layoffs will hit this department. Mr. Brinkin stated that we have to be concerned with layoffs in our department as well as bumping from people in other departments. Mr. Brinkin further reported that work on the complaint database continues, and by the end of the fiscal year we hope to produce good reports about complaint handling. Cynthia Goldstein, co-manager of the LGBTH unit, testified in Sacramento this April 1, 2003 regarding the proposed statewide equal benefits law. Mr. Brinkin reported that Ms. Goldstein is a recognized authority throughout the country on equal benefits law. Her testimony included a great deal of information garnered from the San Francisco experience. The Assembly Judiciary Committee voted in favor of the bill after testimony was completed. Supporters of the bill feel that in order for it to pass, it must have more business support. The State Chamber of Commerce has come out against the bill. Mr. Brinkin stated that the LGBT division would be reporting at the next Commission meeting regarding LGBT legislation at the City and State levels. The meeting will be on April 24, 2003 at 4:30 at City Hall room 416. Commissioner Knutzen stated that this would be a good report for the Committee to hear as this year's pending LGBT legislation is quite impressive. Finally, Mr. Brinkin stated that this is the last chance for members to request free tickets to the LGBT night at the opera on Wednesday June 11, 2003.

Old/New Business:

None.

Announcements:

Sally Buchmann stated that the Harvey Milk Democratic Club honored Denise D'Anne with a lifetime achievement award. Jay Dwyer stated that CastroGuys is co-sponsoring a "spring clean," which is a chance to get tested for sexually transmitted diseases. Mr.

Dwyer also invited members to come to "Splendor in the Grass," at Dolores Park this Sunday from 12p.m. to 4p.m. with the Sisters of Perpetual Indulgence. There will be an Easter egg hunt from 12p.m. to 1p.m., and from there the event will get progressively wilder. Morningstar Vancil reminded members about the Dyke Diva/Dyke Daddy contest on May 3, 2003. Ms. Vancil also mentioned that she will be going to the Philippines as a delegate for the Gay Summit in November and will be conducting fundraising soon.

13. Adjournment:

The meeting was adjourned at 6:45pm.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

.45
/a3

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
MAY 15 2003
SAN FRANCISCO
PUBLIC LIBRARY

Date	**Tuesday, May 20, 2003**
Time	**5:30 – 7:30 PM**
Location	**Human Rights Commission** **25 Van Ness Avenue, 8th Floor** **San Francisco, CA**

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to Order and Roll Call	
2.	Approval of Minutes of April 15, 2003	5 min.
3.	Public Comments for Items Not on the Agenda	5 min.
4.	Retreat Follow-Up: Adoption of Action Plan for Current Term (Action Item)	30 min.
5.	Report from Senior Issues Task Force: Implementation Plan for Public Hearing Recommendations	35 min.
6.	2003 Pride Day Planning and Booth Shift Sign-Up	20 min.
7.	Commissioners' Report	10 min.
8.	Staff Report	10 min.
9.	Old/New Business	5 min.
10.	Announcements	
11.	Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, June 17, 2003, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

May 20, 2003

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the May 20, 2003 Meeting

Adopted June 17, 2003

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Virginia Benavidez, Sally Buchmann, Chris Caldeira, Scott Campbell, James DeVinny, Jay Dwyer, Julie Frank, Ted Guggenheim, Danny Kirchoff, Bill Kirkpatrick, Nancy Lawlor, Yoseñio Lewis, Johnnie Pratt, Aleem Raja, Jorge Romero-Lozano, Lisa Scheff, Stephen Schwichow, Morningstar Vancil, Lauren Williams.

Committee Members Absent: Kirsten Boyd (excused), Chris Carnes (excused), Jordy Jones (excused), Melchor Bustamante aka Mara Montenegro (excused).

Staff Present: Larry Brinkin, Ellise Nicholson, Domenic Viterbo.

Guests Present: Ren Phoenix, David Strachen.

Call to Order and Roll Call:

Commissioner Sparks called the meeting to order at 5:36p.m. Mr. Brinkin called the roll.

Approval of Minutes of April 15, 2003:

Stephen Schwichow moved to approve the minutes as written. Julie Frank seconded. The motion passed unanimously.

Public Comments for Items Not on the Agenda:

None.

Retreat Follow-Up: Adoption of Action Plan for Current Term (Action Item):

Commissioner Sparks reported that the retreat was a fun day and the Committee accomplished a great deal. She referred members to the table included in their packets detailing the 2003-2004 issues that the Committee will take on as decided at the retreat. A report of these issues will be submitted to the Commission Chair. Commissioner Sparks stated that we should discuss the issues one by one to further

develop them and to get a sense of which members are interested in which issues.

1) Activism in the LGBT Communities.

Jason Alley stated that the idea behind this issue is to form an initial steering committee to look at the possibility of putting on a town hall or conference on issues around activism in LGBT communities, with a local focus. The goal is to bring folks together to share knowledge, ideas, and advocacy efforts. Aleem Raja stated that such an event could be a good opportunity for LGBT folks to share opportunities as well as to discuss barriers to activism, and to create a platform for coalition building. Mr. Raja further stated his hope that findings and recommendations could come out of the event. Commissioner Sparks stated that the plan is that the steering committee would frame the event and then bring their ideas to the full Committee for discussion and approval. Yoseñio Lewis, Aleem Raja, Jason Alley, Kirsten Boyd, and Scott Campbell all expressed interest in this task force. Larry Brinkin pointed out that the task force will need to be staffed, and asked members to keep in mind that there is no money to put on a conference, so if that is the desired goal, we would have to partner with another organization.

2) Intersex Issues

Danny Kirchoff stated that his understanding of this task force is that we would partner with people already doing work around Intersex issues, and in particular investigate what is happening in San Francisco with infant surgeries. Commissioner Sparks stated that the focus would be to work with the Intersex Society of North America (ISNA). Our model would be to bring in members of the Intersex community working on the issue and help facilitate moving that issue along. One of our interns will be working on this issue, doing research, and will work with the task force. Sally Buchmann, Nancy Lawlor, Danny Kirchoff, and Chris Caldeira all expressed interest in being part of this task force.

3. Health Issues: Breast Cancer

   Julie Frank stated that we would put on a panel about the impact of breast cancer on the lesbian community. The purpose of the panel will be to discuss this issue and educate ourselves. Kirsten Boyd and Julie Frank both expressed interest in putting this panel together. Commissioner Sparks would like to be involved as well as she is doing work in the Bayview on this issue and may be able to connect with some of the experts.

4. Tracking Budget Cuts

   Sally Buchmann reported that the purpose of this work group would be to monitor and watchdog potential cuts to LGBT services, report back to the full Committee, and to try to support alternatives to replace cut services. Bill Kirkpatrick added that the purpose would also be to monitor the socio-impact of the cuts. Scott Campbell added that the group would look at the impact on various non-profits, especially those that don't duplicate services and whose loss would leave a void of major concern to our community. Sally Buchmann, Bill Kirkpatrick, and Commissioners Knutzen and Sparks all expressed interest in participating in this work group.

5. Homeless Queer Youth

   Stephen Schwichow explained that many children are empowered to come out and as a consequence end up on the street in San Francisco. He stated that we have a responsibility to these kids to ascertain the scope of the problem, to begin. The intent of the panel will be to recognize and frame the issue of homelessness among LGBT youth in the city. In addition to Mr. Schwichow, Scott Campbell, James DeVinney, Jay Dwyer, and Nancy Lawlor are interested in putting together this panel.

6. Transgender Task Force

   Commissioner Sparks reported that at the retreat, members discussed the idea of continuing the Gender Identity Guidelines Revision Task Force beyond the completion of the Guidelines, but letting the task force itself decide whether and in what capacity to do so. At that point, the task force will make recommendations to the full Committee regarding what issues that it wants to take up. Mr. Brinkin expressed some concern about resources and staffing given the large number of task forces this year. Danny Kirchoff, Nancy Lawlor, Lauren Williams, and Sally Buchmann are interested in this task force.

7. Marriage, Family, and Property

   Ted Guggenheim stated that members are interested in putting together a community forum to discuss the laws currently in place and how LGBT people can take advantage of these laws. Commissioner Knutzen stated that she chairs the Equal Assessment Task Force sponsored by Assessor Teng, and that we might consider joining forces to put together an event at the LGBT Community Center. Commissioner Knutzen would like this event to help people understand the importance of registering as domestic partners. Commissioner Knutzen will work together with members Ted Guggenheim, James DeVinney, and Kirsten Boyd.

8. LGBT Workplace Issues

This issue would include a panel. Larry Brinkin suggested that Out and Equal could speak. Commissioner Knutzen expressed her desire that it not be a panel of experts, but rather a discussion of everyday work issues for LGBT people. Jorge Romero-Lozano stated that he envisions the panel as looking into legal aspects as well. Julie Frank stated that it would be helpful to incorporate HIV issues into this panel. Members expressing interest included Commissioner Knutzen, Jorge Romero-Lozano, Lauren Williams, Sally Buchmann, and Chris Caldeira.

It was decided that the three panels would be scheduled as follows: 1) Homeless Youth in August; 2) Breast Cancer in November; and 3) Workplace Issues in February.

Report from Senior Issues Task Force: Implementation Plan for Public Hearing Recommendations:

Larry Brinkin stated that the Report is completed and approved, but not yet printed because we are working on getting photographs. Bill Kirkpatrick is assisting in coming up with photographs from New Leaf programs. The report should be printed within the next two to three weeks and will be on the website. Once the report is printed, we will send out a press release to announce it. Larry Brinkin pointed members to the

chart in their packets detailing what actions we can take to implement the report recommendations. This mostly involves letting various organizations know about the recommendations, and may entail inviting some agencies to come and talk to us about them. If the Committee approves, Mr. Brinkin will start generating letters to bring to the Committee. Mr. Brinkin suggested that the task force need not meet any longer, but that he can generate letters and bring them to the full Committee for approval. Johnnie Pratt suggested inviting the residential facilities to talk to the committee about what, if anything, they are doing regarding serving LGBT clients.

2003 Pride Day Planning and Booth Shift Sign-Up:

Larry Brinkin reported that Friends of the HRC is paying the $260 for our booth. Mr. Brinkin passed around a sign-up sheet for booth times. Next month we'll talk about how to staff the booth. The general plan is to hand out literature, talk to the public about our services, and circulate petitions or letters. If anyone has ideas about petitions or other things that we can do, bring those in June.

Commissioners' Report:

Commissioner Knutzen reported on the April 24, 2003 meeting of the Commission. She stated that the LGBTH division gave a good report on the status of pending LGBT state legislation. Commissioner Knutzen passed around the report, produced by staff member Tamra Winchester, which will be sent to members in next month's packet. Commissioner Knutzen also reported on letters that the Commission wrote to support Carol Migden's bill for equal assessments in property taxes. Board of Equalization Chair Carol Migden is trying to provide statewide rights to domestic partners regarding property reassessments when a domestic partner dies. On a City level, Assessor Teng is saying that the San Francisco Assessor will treat domestic partners exactly as spouses. She'll be the only assessor in the state doing that, and there is controversy around it. Commissioner Knutzen reported that the first HRC workshop on environmental racism happened and was very successful. Commissioner Sparks reported on the May 8, 2003 Commission meeting, stating that it was largely about the City budget cuts and their impact on the HRC. Unfortunately these cuts will have a pretty significant impact on the HRC.

Staff Report:

Larry Brinkin reported on the Police/Transgender Task Force, which completed its work and came up with a report that will be sent to the Police Commission. This report includes protocols for officer behavior, training recommendations, and recruitment recommendations. Commissioner Knutzen, Larry Brinkin and Marcus Arana met with San Francisco Police Chief Alex Fagan and Deputy Chief Heather Fong. This Thursday, the task force will ask the Commissioners to send a letter to the Police Commission recommending that they adopt and implement this report. Commissioner Sparks stated that most significantly, these protocols have disciplinary procedures for officers who violate the protocols. City Attorney Dennis Herrera has been a big proponent of these protocols. Once we have date for the Police Commission meeting, Larry Brinkin will notify committee members so they can attend if interested and can speak in support of the report. Mr. Brinkin credited the Office of Citizen Complaints, and Mary Dunlap in particular, with initiating this process. Sheriff's Department protocols also have been adopted. Staff member Marcus Arana has been going to the jails with Chris Daley from the Transgender Law Center (TLC) and speaking with transgender inmates there. Regarding the City budget situation, Larry Brinkin reported that it is bad. We lost two positions at the Commission, fortunately not in the LGBT unit. We also had to eliminate contracting dollars. Intergroup Clearinghouse lost HRC funding, and the bonding program has been significantly streamlined. It is expected that around August when the State budget comes out, we will suffer further

reductions. Commissioner Sparks stated that there is a ripple effect that is starting to domino through our community and non-profits, especially relating to Department of Public Health (DPH) cuts. Larry Brinkin reported that the division is working on upgrading our training program. Staff members Ellise Nicholson, Cynthia Goldstein, Larry Brinkin, and Marcus Arana have formed a committee to work on developing more and better training programs, including LGBT sensitivity, know your rights, equal benefits trainings for City government and vendors, and HIV technical assistance program trainings. Commissioner Knutzen asked if it would make sense to test those trainings in front of the Committee. Mr. Brinkin stated that we could consider presenting the curriculum and models to the Committee. Mr. Brinkin reported that the LGBTH division has two summer interns starting June 2, 2003, Chelsea HaleyNelson from USF and Rebecca Lunine from New College.

Old/New Business:

None.

Announcements:

Sally Buchmann announced that she is now co-chair of Pride at Work, which is part of the AFL-CIO, and that they are on a membership drive and she encourages people to join. Scott Campbell stated that while listening to Savage Nation on the radio, he was disturbed by the railing on sensitivity training and how it is part of the growing liberal homosexual agenda. Johnnie Pratt stated that the trial for the hate crime at the drag king contest is coming up this August. He also stated that in New Jersey, a 15-year-old African-American butch lesbian was stabbed to death by two men while with her girlfriend. It appears that this crime will be charged as a hate crime. Julie Frank requested that members receive a copy of the LGBT legislation report in the next packet.

13. Adjournment:

Sally Buchmann requested a moment of silence for the African-American fifteen-year-old who was murdered in New Jersey. The meeting was adjourned at 7:35p.m.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

8.01.45
1/7/03

Lesbian Gay Bisexual Transgender Advisory Committee

DOCUMENTS DEPT.
JUN 12 2003
SAN FRANCISCO
PUBLIC LIBRARY

A G E N D A

Date	Tuesday, June 17, 2003
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1. Call to Order and Roll Call	
2. Approval of Minutes of May 20, 2003	5 min.
3. Public Comments for Items Not on the Agenda	5 min.
4. Introduction of LGBTH Division Summer Interns	5 min.
5. Discussion with SF Police Chief Alex Fagan re: Appointing Police Liaison to Demonstrations	40 min.
6. Approval of Letters Implementing Senior Issues Report Recommendations	15 min.
7. Planning for Pride Day HRC Booth	15 min.
8. Scheduling of 2003-2004 Task Forces	10 min.
• Planning for Activism Event • Gender Identity • Intersex Issues	
9. Commissioners' Report	10 min.
10. Staff Report	10 min.
11. Old/New Business	5 min.
12. Announcements	
13. Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, July 15, 2003, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO
PUBLIC LIBRARY

June 17, 2003

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the June 17, 2003 Meeting

Adopted July 15, 2003

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Virginia Benavidez, Kirsten Boyd, Sally Buchmann, Chris Caldeira, James DeVinny, Jay Dwyer, Julie Frank, Ted Guggenheim, Jordy Jones, Danny Kirchoff, Bill Kirkpatrick, Nancy Lawlor, Melchor Bustamante, Johnnie Pratt, Aleem Raja, Stephen Schwichow, Morningstar Vancil, Lauren Williams.

Committee Members Absent: Scott Campbell, Yoseñio Lewis, Jorge Romero-Lozano (excused), Lisa Scheff (excused).

Staff Present: Larry Brinkin, Chelsea HaleyNelson (intern), Becca Lunine (intern), Ellise Nicholson, Domenic Viterbo.

Guests Present: Acting Police Chief Alex Fagan, Tommi Avicolli Mecca, Ren Phoenix, Police Commander Bob Puts.

Call to Order and Roll Call:

Commissioner Sparks called the meeting to order at 5:39 p.m. Ms. Nicholson called the roll.

Approval of Minutes of May 20, 2003:

Stephen Schwichow moved to approve the minutes as written. Julie Frank seconded. The motion passed unanimously.

Public Comments for Items Not on the Agenda:

None.

Discussion with SF Police Chief Alex Fagan re: Appointing Police Liaison to Demonstrations:

Commissioner Sparks welcomed Acting Police Chief Alex Fagan, Police Commander Bob Puts, and Tommi Avicolli Mecca. Mr. Mecca, as a representative of the Harvey

Milk LGBT Democratic Club, summarized the proposal of the Milk Club, and subsequently of the Human Rights Commission, that the Police Department appoint liaison officers to political demonstrations. Mr. Mecca described an incident in which Gay Shame held a demonstration at the LGBT Center resulting in tensions between demonstrators and police officers. He suggested that by identifying officers who were liaisons to demonstrations, the department would be providing organizers of demonstrations with officers who could negotiate planning. The officers also could be called upon to assist organizers in reducing tensions between police officers and demonstrators should such tension develop at demonstrations. Mr. Mecca suggested that the liaison officers could explain to organizers what behavior would be permissible and what would not be. He described as an example a recent queer anti-war demonstration held without a permit. Organizers met with two officers who identified a permissible route, what part of Market Street to use, etc. When a few demonstrators refused to cooperate, Mr. Mecca told them that they had to leave. No one got arrested or hurt, and Mr. Mecca described this demonstration as a successful example of cooperation between officers and demonstrators. Commission Sparks noted that an upcoming Supreme Court decision on the sodomy issue will result in a demonstration. Mr. Mecca distributed flyers regarding this event.

Chief Fagan then spoke of his many years of experience with the Police Department, and stated that he is a veteran of scores of demonstrations. He said that the department is trained to facilitate demonstrations so that citizens could exercise their free speech rights. An important element of this facilitation is outreach to the community so that communication is enhanced. Another important element is protecting the safety of officers and of the public, including clearing blocked traffic. Due to the density of San Francisco, public safety is compromised if emergency vehicles cannot get through. Chief Fagan said that San Francisco "does demonstrations better than anyone." He noted that the recent anti-war demonstrations were complex, and that to protect public safety, some arrests had to be made. He pointed out that Commander Puts is the head of the Field Operations Bureau, and that Commander Puts and Commander Greg Suhr are the primary liaisons and members of the command staff responsible for demonstrations. Chief Fagan advised Mr. Mecca and others to contact Commander Puts or Commander Suhr to facilitate organization of demonstrations. Chief Fagan noted that a command staff officer, captain or above, is present at all organized demonstrations.

Commander Puts supported the idea of police liaisons, and pledged his continuing commitment to working with organizers and attending demonstrations. He said that when there are groups such as Black Block who do not work with police officers, public safety is compromised. If demonstration liaisons work with the department, officers will cooperate by rerouting traffic and towing parked cars. Commander Puts strongly encouraged demonstrators, especially organizers, to be responsible for each other. Sally Buchmann asked how much notice needed to be given to the department for a demonstration. Commander Puts responded that early notice is preferred, though the department can respond to spontaneous demonstrations. He noted that demonstrations at the airport were under federal jurisdiction and suggested contacting Ed Gomez, head of the Transportation Security Administration, regarding airport demonstrations.

Mr. Mecca asked the police representatives for their perspective on the Gay Shame incident. Commander Puts said police officers were in front of the entrance and that some demonstrators started pushing the officers toward the glass façade. A lesbian police officer made the first arrest, followed by several more. Demonstrators surrounded the police wagon. Chief Fagan advised that there should always be one community point person for a demonstration. He noted that the presence of officers can set people off, and that the department relies on demonstration monitors to handle discipline. Mr. Mecca agreed with the value of self-policing. Commissioner Knutzen stressed the importance of the upcoming Supreme Court sodomy decision,

and said that if the decision is negative there will be high emotion at the demonstration. Chief Fagan said that Commanders Puts and Suhr will be at that demonstration.

Commissioner Sparks asked what could be done about violent demonstrators. Chief Fagan replied that peer pressure is crucial, and that officers will assist in that effort. But he said that he will not allow officers (who are mostly young) to be the target of rocks and bricks. Aleem Raja suggested to Chief Fagan that he and other police department representatives continue attending meetings like this, to be visible in the community. Mr. Raja said there isn't a lot of trust right now, and that increased outreach would help. Chief Fagan agreed, and noted recent events that drew negative attention to the department. He said that because his son was involved, it was difficult for him to respond. He pledged increased communication and cooperation. He noted that as an example, the department worked with the Human Rights Commission on developing protocols for police relations with the transgender community. He further described San Francisco as a magnet for protesters. He said the City, including the department, welcomes protesters from everywhere in the same way that people are invited to patronize theatres or restaurants.

Ms. Vancil asked whether the department could train the community liaisons. Chief Fagan responded that should that occur, the community liaisons might lose credibility and could be seen as police department puppets. Commissioner Sparks thanked Chief Fagan, Commander Puts, and Mr. Mecca for their attendance and cooperation.

Introduction of LGBTH Division Summer Interns:

Ms. Nicholson welcomed summer interns Chelsea HaleyNelson and Becca Lunine to the division. Ms. HaleyNelson introduced herself as a student at University of San Francisco Law School. She will be working on discrimination complaints, and on researching various cities' Equal Benefits Ordinances so as to produce a model ordinance to recommend to cities considering passing such laws. Ms. Lunine introduced herself as a student at New College School of Law. She will be working on discrimination complaints, and will be researching intersex issues, particularly the occurrence of infant surgeries in San Francisco.

Approval of Letters Implementing Senior Issues Report Recommendations:

Ms. Nicholson referred members to the draft letter in their packets. She asked the committee to view the letter as a model that can be used for future letters to various agencies. If the Commission approves this letter, future letters will not have to come before the Commission for a vote if the language is substantially the same. Ms. Nicholson said that staff would honor a previous committee request and invite representatives of residential facilities for seniors to visit the committee to discuss LGBT inclusion in their programs. Bill Kirkpatrick expressed satisfaction with the tone of the letter, and Johnnie Pratt thought the last paragraph was essential for all letters. Bill Kirkpatrick moved to send the letter to Commissioners for their approval; Nancy Lawlor seconded. The motion passed unanimously. Mr. Brinkin said that he would prepare more letters for the next two meetings.

Planning for Pride Day HRC Booth:

Ms. Nicholson and Mr. Viterbo informed members that most shifts are filled but there are still holes in the schedule. Ms. Nicholson informed members as to how to staff the booth, stressing active participation to draw the crowd in. Booth staffers will speak to the public about the Commission's services and programs, and will solicit signatures for three bills pending in the State legislature: AB-17 (equal benefits in contracting for spouses and domestic partners of employees); AB-196 (adds gender identity to the Fair Employment & Housing Act); and AB-205 (a comprehensive domestic partners rights bill).

Scheduling of 2003-2004 Task Forces:

Ms. Nicholson reported that a small number of committee members responded to staff's inquiry as to availability for task force meetings. The results are that the Activism Forum Planning Task Force will meet on the second Tuesday of each month at 5:30, beginning July 8; and the Gender Identity Task Force will meet on the first Tuesday of each month at 5:30, beginning July 1. The Intersex Task Force will meet on a date yet to be determined because of scheduling conflicts of interested members.

Commissioners' Report:

Commissioner Sparks reported that at the June 12 Commission meeting staffer Marcus Arana presented the report from the Police Department/Human Rights Commission Task Force on transgender protocols for the Police Department. Commission Sparks praised Mr. Arana for his leadership in producing an excellent report. She noted that Acting Police Chief Alex Fagan, Acting Assistant Chief Heather Fong, and other members of the Police Department attended the meeting, and that Chief Fagan addressed the Commissioners with praise for the report. He also pledged to implement the recommendations and to recommend their adoption by the Police Commission. Commissioner Knutzen spoke of the good relationship the HRC has with Chief Fagan, and that he has established a good rapport with many people in the LGBT community. Commissioner Sparks also reported on the progress that the Commission is making on the issue of Environmental Racism. A successful workshop was held in which it was announced that PG&E would be sharing some power plant profits with the Bayview Hunter's Point neighborhood. The next workshop will be June 25th at 1:00 on the topic of health issues.

Staff Report:

Ms. Nicholson reported that Marcus Arana conducted a very successful transgender training for investigators at the Police Department's Office of Citizen Complaints. She also reported that Mr. Arana, Ms. Nicholson, and Mr. Brinkin would be attending the first transgender training for command staff of the Police Department, including the chief, on June 20th. Ms. Nicholson reported that staffer David Treanor assisted the Department of Aging and Adult Services on auditing contract proposals. Ms. Nicholson distributed a summary of the recent Lesbian Health Conference attended by staffer Tamra Winchester.

Old/New Business:

None.

Announcements:

Commissioner Sparks announced that committee member Sally Buchmann was the winner of the Harvey Milk LGBT Democratic Club's Simeon White Volunteer of the Year award. Danny Kirchoff expressed disappointment that more LGBT people have not shown interest in the upcoming Supreme Court decision on affirmative action. Sally Buchmann invited members to the Pride At Work cocktail party on June 27th. Commissioner Sparks announced that committee member Jordy Jones is moving to Irvine to pursue a doctoral degree and that he would be resigning from the committee. She thanked Mr. Jones for his excellent service to the Commission.

13. Adjournment:

The meeting was adjourned at 7:35 p.m.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

0.45
15/03

Lesbian Gay Bisexual Transgender Advisory Committee

DOCUMENTS DEPT.
JUL 1 5 2003
SAN FRANCISCO
PUBLIC LIBRARY

A G E N D A

Date	Tuesday, July 15, 2003
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to Order and Roll Call	
2.	Approval of Minutes of June 17, 2003	5 min.
3.	Public Comments for Items Not on the Agenda	5 min.
4.	Approval of Letters Implementing Senior Issues Report Recommendations	10 min.
5.	Gender Identity Task Force Report	10 min.
6.	Activism Task Force Report	10 min.
7.	Intersex Task Force Report	5 min.
8.	Work Group on Impact of Budget Cuts Report	10 min.
9.	Summary and Discussion of Recent Supreme Court Decisions on Sodomy Laws and Affirmative Action	40 min.
10.	Commissioners' Report	10 min.
11.	Staff Report	10 min.
12.	Old/New Business	5 min.
13.	Announcements	
14.	Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, August 19, 2003, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

July 15, 2003

DOCUMENTS DEPT.
JAN 17 2006
SAN FRANCISCO PUBLIC LIBRARY

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the July 15, 2003 Meeting

Committee Members Present: Commissioner Martha Knutzen, Jason Alley, Kirsten Boyd, Sally Buchmann, Melchor Bustamante, Chris Caldeira, Scott Campbell, Ted Guggenheim, Johnnie Pratt, Aleem Raja, Jorge Romero-Lozano, Lisa Scheff, Stephen Schwichow, Morningstar Vancil.

Committee Members Absent: Commissioner Theresa Sparks (excused), Virginia Benavidez, James DeVinny, Jay Dwyer (excused), Julie Frank (excused), Danny Kirchoff (excused), Bill Kirkpatrick (excused), Nancy Lawlor (excused), Yoseñio Lewis (excused), Lauren Williams (excused).

Staff Present: Larry Brinkin, Ellise Nicholson, Domenic Viterbo.

Guests Present: Ren Phoenix.

Call to Order and Roll Call:

Commissioner Knutzen called the meeting to order at 5:42p.m. Mr. Brinkin called the roll.

Approval of Minutes of June 17, 2003:

Stephen Schwichow moved to approve the minutes as written. Chris Caldeira seconded. The motion passed unanimously.

Public Comments for Items Not on the Agenda:

None.

Approval of Letters Implementing Senior Issues Report Recommendations

Larry Brinkin reported that in order to save money, copies of the Report will not be printed. Instead, the Report will be on the HRC website and on the website of the Aging and Adult Services Commission. Mr. Brinkin changed the letters to reflect this. Mr. Brinkin will attach a copy of the recommendation section of the Report to each letter, and will print copies of the entire Report upon request. Committee members issued no objections to this decision. Mr. Brinkin reported that he received a list of all senior services organizations in the City and will send the letter approved by the Commission to these organizations this week or next. Regarding the letters up for approval by the Committee at today's meeting, one letter is to City College and the

other is to LGBT community organizations that are not senior specific. The letters ask them to look at their programs and outreach and to be inclusive of LGBT seniors. The third letter is to health providers. Upcoming letters will be written to housing organizations as well as the Social Security Administration and other federal and state agencies. Mr. Brinkin will have these letters ready for Committee review next month. Letters for approval today are in the same format as those already approved, so it will not be necessary to take them to the full Commission for approval. Stephen Schwichow made a motion to approve the letters as written. Jorge Romero-Lozano seconded. The motion passed unanimously.

Gender Identity Task Force Report:

Mr. Brinkin reported that the Deputy City Attorney is back. Mr. Brinkin, the Director, Cynthia Goldstein and Marcus Arana have met with her twice. She needs to conduct more legal research on some of the issues concerning the guidelines. She has stated that we can probably go ahead with the single use bathroom idea. However, mandating that all City businesses with single use bathrooms maintain those bathrooms as gender neutral would be a legislative move that would have to come from the Board of Supervisors. Further, the City Attorney asked that we meet with a representative from the Building Inspection Department regarding this issue, although she already spoke with him and he does not foresee any problems. Although there may be some resistance from business owners because of the small cost of changing their signs, Mr. Brinkin does not anticipate any significant costs that would preclude us from mandating such a change. Mr. Brinkin mentioned that we might want to discuss this change with activists from the disabled community to look into how this change might impact disabled people. For example, there may be some fear that new businesses would build less bathrooms (i.e. one gender neutral bathroom instead of one men's and one women's room) thereby lessening disabled bathroom availability. Mr. Brinkin pointed out that it is possible to write the legislation to avoid such a result. Ren Phoenix encouraged the Commission to be a model and frontrunner on this issue, which is central to preventing discrimination on the basis of gender identity. Commissioner Knutzen suggested that we present an education piece and testimony to the Commission when we bring this issue there. Mr. Brinkin reported that the City Attorney is still conducting research on the question of unavoidable nudity. Her research thus far indicates that there does not seem to be anything that would prohibit pre and non-operative transgender people from being in the locker room that matches their gender identity, but courts often look at current mores in evaluating such issues. Mr. Brinkin added that there will be another meeting with the City Attorney again in two weeks, and a lot of this research should be done in time for the next task force meeting.

Activism Task Force Report:

Jason Alley reported that the Activism Task Force had its first meeting last Tuesday. Members structured the conversation around moving away from the initial two day conference idea to a one or two day forum. Mr. Alley reported that they are thinking of the forum as an opportunity for San Francisco based individuals and organizations to come together with idea about sharing resources, networking, identifying gaps in resources and services, etc. Participants will generate the conversations. The plan is to have a guiding question/framework. The forum would be co-sponsored along with other LGBT organizations, each of which would contribute $50, and individual participants would be asked to donate $10 if possible. The task force is hoping to have a concrete proposal for the Committee next month. The ultimate goal is to have the forum in February of 2004. The next meeting of the Task Force is August 12, 2003. Commissioner Knutzen asked whether the proposal would have goals and hoped-for outcomes. Mr. Alley stated that it would. Mr. Brinkin proposed that the Task Force develop a question or series of questions for suggested discussion at the forum.

Commissioner Knutzen stated that the proposed format pegs the forum as unique and valuable, and she imagines that the outcome will be a discovery of resource issues and needs that the Commission can subsequently look into. Kirsten Boyd added that Task Force members are trying to target a broad base of people and organizations who have been successful in various types of organizing and who will bring diversity of thought and excellence of opinion. Ren Phoenix stated that her experiences collaborating with other activists have been very effective, especially in Colorado around the Amendment 2 Initiative. Members also discussed allowing for tabling at the forum, and the possibility of televising the forum. Aleem Raja inquired about the order of bringing the proposal to the Committee and inviting organizations to co-sponsor the forum. Commissioner Knutzen stated that we should agree on the proposal as a group before inviting others to join us.

Intersex Task Force Report:

Mr. Brinkin reported that the Intersex Task Force has not met yet. HRC intern Becca Lunine is working on developing goals and will bring proposed goals to the first meeting.

Work Group on Impact of Budget Cuts Report:

Sally Buchmann reported that this group has not met. Ms. Buchmann read a report from the SEIU on services saved by the recent City contract negotiations.

Summary and Discussion of Recent Supreme Court Decisions on Sodomy Laws and Affirmative Action:

Staff member Ellise Nicholson summarized the recent Supreme Court decisions in the case of Texas v. Lawrence, Grutter v. Bollinger, and Gratz et. al. v. Bollinger. Members discussed the implications of these decisions for affirmative action and gay, lesbian, bisexual, and transgender rights.

Commissioners' Report:

None.

Staff Report:

Mr. Brinkin reported on the Complaint Database and the upcoming report to be generated therefrom. He also reported on the police/transgender task force. The police legal department is still reviewing the proposed changes. Once approved, the revisions will move to the Police Commission for approval. Marcus Arana will be giving a presentation to this Committee at the September meeting regarding these changes. Mr. Brinkin reported that the staff Training Committee, which consists of himself, Cynthia Goldstein, Marcus Arana and Ellise Nicholson, is developing components, strategies, and varieties of trainings. He added that the Gill Foundation has awarded us a grant to update and enhance the list of insurance providers in the United States willing to include domestic partners and to create a searchable web application from this list. Regarding the budget, Mr. Brinkin reported that the Commission had two layoffs and lost a Coordinator position, but no further layoffs are currently foreseen.

Old/New Business:

None.

Announcements:

Johnnie Pratt stated that he and Mr. Lawis have joined the Transcendence Gospel Choir. Stephen Schwichow announced that the United Church of Christ's National Synod unanimously passed a resolution making gender identity a protected category. Morningstar Vancil stated that she will be performing in the Philippine LGBT Pride festival drag king show.

13. Adjournment:

The meeting was adjourned at 7:40p.m.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

DOCUMENTS DEPT
AUG 1 8 2003
SAN FRANCISCO
PUBLIC LIBRARY

A G E N D A

Date	Tuesday, August 19, 2003
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1. Call to Order and Roll Call	
2. Approval of Minutes of July 15, 2003	5 min.
3. Public Comments for Items Not on the Agenda	5 min.
4. Panel: LGBTQ Homeless Youth	60 min.
5. Discussion of Racial Privacy Initiative	5 min.
6. Gender Identity Task Force Report	5 min.
7. Activism Task Force Report	5 min.
8. Intersex Task Force Report	10 min.
9. Work Group on Impact of Budget Cuts Report	5 min.
10. Commissioners' Report	5 min.
11. Staff Report	5 min.
12. Old/New Business	5 min.
13. Announcements	
14. Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, September 16, 2003, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

August 19, 2003

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the August 19, 2003 Meeting

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Sally Buchmann, Chris Caldeira, Scott Campbell, Jay Dwyer, Julie Frank, Ted Guggenheim, Danny Kirchoff, Bill Kirkpatrick, Nancy Lawlor, Melchor Bustamante, Johnnie Pratt, Aleem Raja, Jorge Romero-Lozano, Lisa Scheff, Stephen Schwichow, Lauren Williams.

Committee Members Absent: Virginia Benavidez (excused), Kirsten Boyd (excused), Morningstar Vancil (excused).

Staff Present: Larry Brinkin, Cynthia Goldstein, Ellise Nicholson, Domenic Viterbo.

Guests Present: Tracy Boggs, Anne Cassia, A.K., A.L., M.R., J.S., Mitch Thompson.

Call to Order and Roll Call:

Commissioner Sparks called the meeting to order at 5:38p.m. Mr. Brinkin called the roll.

Approval of Minutes of July 15, 2003:

Stephen Schwichow moved to approve the minutes as written. Bill Kirkpatrick seconded. The motion passed unanimously.

DOCUMENTS DEPT
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

Public Comments for Items Not on the Agenda:

None.

Panel: LGBTQ Homeless Youth

Stephen Schwichow introduced the panel. He stated that the intent of the panel is to hear the real stories of homeless youth and discover the areas in which services are lacking. Panelists included Patrick Mulcahey from Most Holy Redeemer Church, Mitch Thompson from Eureka Valley Recreation Center (EVRC), Ann Cassia from Dimensions, Tracy Boggs from Lavender Youth Recreation and Information Center (LYRIC) and four queer youth speakers: A.K., M.R., A.L., and J.S..

Patrick Mulcahey stated that homelessness among LGBT youth is the biggest, most urgent need of our LGBT community. Mr. Mulcahey started a supper for queer homeless youth in the Castro at the Most Holy Redeemer Church. It is an all-volunteer program that serves a three-to-four course dinner every Wednesday night. The

program includes after dinner events such as movies, STD testing, clothing distribution, and legal clinics. Mr. Mulcahey stated that it is critically important to intervene in the lives of these youth when they first become homeless. Intervening early requires services that are currently lacking. Most specifically, Mr. Mulcahey stated that we desperately need a shelter in the Castro for LGBT youth. The Castro is very short on services. There is a shelter in the Mission, but that mostly targets Latino day laborers. Most queer youth don't stay at this shelter. Mr. Mulcahey reiterated that what is needed is *not* a temporary emergency shelter, but a more permanent place to house LGBT youth. He explained that these youth need counseling, detoxification, rehabilitation, Hepatitis C and HIV treatment. These services require a much larger investment than one month in a temporary shelter could provide. Regarding Arc House, Mr. Mulcahey stated that it is more like assisted living, not a shelter. It has conditions, such as that residents must be clean and sober. Mr. Mulcahey also submitted written remarks (see attached).

Mitch Thompson runs drop-in at Eureka Valley Recreation Center for LGBT youth 23 and under. Mr. Thompson stated that if he could choose one thing that is most needed with regard to services for queer homeless youth, he would agree with Mr. Mulcahey that it is a shelter. When queer youth come in for assistance, there is nowhere he can send them for a place to sleep. While Arc House is great, it takes months to get into it. Nor is there a good place to send them for a shower, anywhere for them to put their belongs, nor access to any other major services. Larkin House is not queer specific, and most services that exist for homeless people in the City aren't friendly or safe for LGBT youth, so they choose not to go there. They also have trouble at San Francisco General Hospital. Often times the hospital refuses to clean out their abscesses, or if they do they send them away with no follow-up care.

Anne Cassia works for Dimensions Health Services for Queer and Questioning Youth. Ms. Cassia stated that she agrees fully with the comments made by Mr. Mulcahey and Mr. Thompson. There is no young adult shelter where people can go and access services immediately. Unlike adult shelters, there are very few emergency beds where youth can just drop in. Adult shelters are difficult and scary for youth to access. San Francisco urgently needs a young adult rehabilitation shelter. Currently the only options are Walden House or Baker Place, both of which are mostly adult. Ms. Cassia explained that when you're homeless, using speed is a good choice; on speed, one is no longer cold or hungry, and one can stay awake and guard oneself and one's belongings. A lot of work needs to be done to educate neighbors and businesses in the Castro, because the reason there is no shelter in the area is because Castro residents and businesses opposed it. On a smaller level, Ms. Cassia's wishlist for her program includes donations of soap, shampoo, and other products that homeless youth lack.

Tracy Boggs works at LYRIC. LYRIC offers a variety of services for young people. Mr. Boggs stated that the most pressing issue that LYRIC is currently dealing with relates to demographic changes. Namely, more homeless youth are suffering multiple oppressions. What's most important for LGBT young people today is a comprehensive health center. Currently, queer homeless youth must go to numerous locations to access necessary services. Having these services in one location would make the lives of these youth much easier.

A.K. is a nineteen year old transgender youth intern with the Youth Gender Project. A.K. came to San Francisco a year ago and was homeless for some time. He stated that many young transgender people come to San Francisco because they believe that queers are tolerated here. They come fleeing domestic violence, abuse, hate crimes, and involuntary institutionalization (for being queer or having "gender identity disorder"). A lot of isolated young people would rather be with others like them even if it means being homeless. Many aquire criminal records from just trying to survive - e.g. for stealing food, hopping trains, buying street hormones and other drugs, and/or

engaging in prostitution. A lot of services are segregated by birth sex, which creates unsafe situations for transgender youth. Once these youth have criminal records, they are afraid to access services. Many start using drugs to suppress hunger and cope with the difficulties of being homeless. Many deal drugs to survive, and then get physically attacked in drug-related fights. Older predatorial people exploit them, so they end up avoiding shelters, soup kitchens, and other services. Many squat in abandoned buildings where they are often sexually coerced. Coming out as queer or transgender in that culture subjects them to more sexual abuse and violence. A.K. told of an FTM person who was raped and beaten nearly to death and then had his dog killed in front of him when it was discovered that he was born female. Many homeless queer youth have trouble accessing medical services. Many are harassed for their gender. Many have sexually transmitted diseases and/or open sores, but find going to a doctor degrading because doctors often mistreat them, use wrong pronouns, etc. Many don't go to the doctor because of outstanding bills. Many give fake names when they go to the doctor, which makes it hard to follow up. A.K. stated that he knows one nineteen year-old transgender person who is dying of lymphoma and doesn't know where to go for medical services. At the same time, A.K. stated that many queer homeless youth differ from the older homeless population in that they are optimistic, and hopeful that they will get off the street.

M.R. has lived in San Francisco as a homeless youth for four to five years. He is currently a resident at Arc House. When he first arrived, he stayed at the Larkin youth shelter and with friends, and then was introduced to LYRIC. Before getting into Arc House, M.R. went to LYRIC five days a week for food and struggled with a drug problem. Arc House provides food, shelter, therapy, and assistance in finding a job, internship, and getting back into school. Youth can stay at Arc House for about 6 months, though that limit is going to change to 12 months in the near future. M.R. explained that Arc House is not easy to get into, and they will not accept people who are living on the street and using drugs.

A.L. is a former resident of Arc House. A.L. was sent to a mental hospital in Georgia because she was transgender. The hospital released her and put her on a bus. She came to San Francisco because she had nowhere else to go. A.L. stated that she accesses all of the services mentioned, and goes to EVRC (a LYRIC-sponsored drop-in program) almost everyday. She finally was lucky enough to get into Arc House, where she started her transition. There were many times she was almost discharged from Arc House, but she managed to stay and stated that they try hard to help get you everything you need. She was able to access hormones through her case manager at Dimensions. She stated that she is one of the lucky ones. She has a lot of friends who are not as lucky as her. They have nowhere to go because they've had such bad times at the adult shelters. A.L. is currently in transitional housing, and is hoping to get off the streets.

J.S. is twenty two years old. He was born and raised in Idaho by a "Christian Identity" family, which he stated is a very racist, anti-gay religion. When J.S. came out to his mother at age thirteen, she hit him on the head with a wine bottle and threw him out of the house. For some time, J.S. hid in small Midwestern towns and tried to pass as straight. Hiding such a big part of himself led to drug use, which he still has been unable to quit. J.S. watches friends killing themselves on a daily basis. These are people who have so much potential, but don't know how to use it. J.S. stated that advocates like Mitch, Anne, and Patrick reach out and help people, but there are so few of them that they can't get to everyone. Many queer homeless youth can't see any way out of their situations, can't look to future because they are too busy trying to protect themselves in the day-to-day. For example, everything J.S. owns is in his backpack right now. Every day he fights to keep that backpack safe and maintain his health. He is a methamphetamine addict and dealer. He was recently beaten, raped, and robbed in a drug-motivated crime. He feels that he just keeps getting into deeper and deeper trouble. People who reach out to help do an awesome job, but there are

just not enough of them. EVRC (the drop-in program at LYRIC) is great, but it is only open from 3-6pm. That leaves him with nine more hours of the day to get through before he can get back up there for three hours and feel safe. Queer youth arrive in San Francisco with trauma and emotional baggage. J.S. stated that he is clinically bi-polar and paranoid schizophrenic. He feels that he can't make it through the day without getting high. He has nowhere to sleep unless he sells drugs and has sex with people. He takes drugs in order to stay up at night so that he can protect his stuff. He would love to have a job. People think he's lazy because he's homeless. Community awareness is important. J.S. stated that he lives on the streets in the Castro, and is a resident of that neighborhood just like others who live there. The neighborhood needs to listen to homeless youth too. The Castro is full of little robots. J.S. stated that people are only accepted if they are a certain type of queer. People are willing to do anything to be accepted. At the same time, J.S. stated that the Wednesday supper program at Most Holy Redeemer is his family.

During the question and answer period, Sally Buchmann stated that she was shocked to hear that people are not getting good care at SF General. That's an issue she'd like to help with. Anne Cassia explained that at the free clinic, many homeless youth are turned away because they have no identification. Ms. Cassia added that many kids are given a pharmacy card but not told that they can get it filled for free. There was also discussion of the necessity of having a full-service shelter in the Castro. Patrick Mulcahey mentioned that there is an empty building across the street from his church that would be perfect. Anne Cassia stated that before a shelter could happen, there will need to be a great deal of community meetings and discussions.

Commissioner Sparks suggested that the Committee form a three meeting task force to synthesize the issues and bring them back to the full Committee to see what we can do. Patrick suggested two last ideas: 1) that rehabilitation programs dedicate a number of beds for youth; and 2) that we start a community effort to hire transgender youth. Members Danny Kirchoff, Spyke Lawlor, Scott Campbell, Johnny Pratt, Jay Dwyer, Stephen Schwichow, Sally Buchmann, Julie Frank, and Ted Guggenheim volunteered for the task force, and will coordinate it with Mr. Mulcahey, Ms. Cassia, and/or Mr. Thompson.

Discussion of Racial Privacy Initiative:

Staff member Ellise Nicholson stated that the HRC report on the impact of the proposed Racial Privacy Initiative (Proposition 54) will be on the website by the end of this week.

Gender Identity Task Force Report:

Danny Kirchoff reported that the Task Force is still in the process of ironing out different potential provisions with the City Attorney. The Task Force meets the first Tuesday of each month. The next meeting will be held on Tuesday, September 2, 2003.

Activism Task Force Report:

Jason Alley reported that the Task Force met last Tuesday. Due to scheduling conflicts of members, the Task Force is still compiling a list of potential co-conveners and crafting language for a final proposal that it intends to bring before the full committee, hopefully by next month's meeting. The Task Force meets the second Tuesday of each month. The next meeting will be held on Tuesday, September 9, 2003.

Intersex Task Force Report:

This Task Force had its first meeting where they discussed their agenda and goals, and spoke with folks from the Intersex Society of North America (ISNA) to decide what issues the Task Force will grapple with. The task force meets the fourth Wednesday of each month. The next meeting will be held on Wednesday, August 27, 2003.

Work Group on Impact of Budget Cuts Report:

Bill Kirkpatrick reported that the group hasn't met, but that he has started clipping relevant stories. Because of the current flux of the budget, there is not much to collect now. Also, budget issues have been overshadowed by the Recall Election. Jason Alley distributed a report on the effects of cuts to the UC system. Commissioner Sparks is wondering if it is possible to get a similar report from DPH and other City organizations. Sally Buchmann stated that there are still some cuts being made to mental health and detoxification programs but that she is not sure of the extent of these cuts. Commissioner Sparks stated that Supervisors Chris Daly and Bevan Dufty have reported that 90% of those cuts have been restored.

Commissioners' Report:

Commissioner Knutzen reported that at the last meeting, Commissioners received a Transgender 101 training given by staff member Marcus Arana. She stated that the training was well received, and that it gave Commissioners a sense of what Mr. Arana does out there in the community. The next Community Meeting regarding environmental racism will be in Bayview/Hunter's Point tomorrow on the issue of industrial dumping and pollution.

Staff Report:

Larry Brinkin reported that LGBT Division Co-Manager Cynthia Goldstein contacted Supervisors Tom Ammiano and Bevan Dufty to request that they sponsor ballot measures to take care of some problems in the City's domestic partner legislation. The proposed legislation would make changes to the domestic partner registration system to abolish the requirement that registrants live or work in San Francisco. This would enable the City to make money from people who pay fees to register, stay in hotels, eat in restaurants, etc., and would allow for registration of persons from jurisdictions without such registries. Currently, such a change has to go to the voters, so Ms. Goldstein also suggested legislation that would allow the Board of Supervisors to make changes to the domestic partner legislation rather than having to go to voters every time. She is also seeking changes to the City's retirement system. Currently, domestic partners have to file one year in advance of death for their partner to receive benefits. In contrast, currently spouses don't have to file anything, they simply have to have been married one year. The legislation would remedy this disparity. Mr. Brinkin reported that the LGBTH Division is participating in the "Books into Art Project" through the San Francisco Library, which is a project to turn vandalized books into art. Mr. Brinkin further reported that we are beginning work on an HRC annual report, which will include a discrimination complaint report. Regarding the LGBT Senior Issues Public Hearing, Mr. Brinkin reported that he recently sent out about 150 letters. He is starting to get calls in response to those letters, and will continue to churn out more letters. Mr. Brinkin reported that he will be going to Europe in September, so he won't be able to attend the September Committee meeting. Staff members Ellise Nicholson and Domenic Viterbo will be staffing that meeting. Mr. Brinkin added that there will be an Introduction to Intersexuality training at the September 11, 2003 Commission meeting.

Old/New Business:

Commissioner Knutzen stated that she wants to get a panel started around marriage/property rights. Ted Guggenheim and Kirsten Boyd had expressed interest in assisting. Commissioner Knutzen invites anyone who wants to be involved to stay after the meeting tonight and set a time to meet.

Announcements:

Lauren Williams stated that she started law school yesterday. Sally Buchmann reported that Pride at Work is having an upcoming bi-annual conference. Danny Kirchoff stated that the Horizon Foundations deadline for its grant cycle is tomorrow. Ren Phoenix stated that there is a call for artists for female-identified artwork from the LGBT community for the Exiles meet and greet. Commissioner Sparks reported that two out lesbian police officers (Lee and Pat) were stabbed a couple of weeks ago. Lee is Chair of the SFPD Pride organization. Both are home now and are recuperating well. Johnny Pratt reported that there will be a benefit for the two women who were victimized at last year's drag king contest at the Center this coming Saturday from 6pm to 8pm. There is a sliding scale fee. Transcendence Choir and Other Brothers are performing. Also, Transcendence Choir is having a benefit on September 6, 2003 at a big church on Lake Merritt. Their CD is up for a Grammy, and they are trying to raise funds to go to Montreal next summer.

13. Adjournment:

The meeting was adjourned at 7:40p.m.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

DOCUMENTS DEPT.
SEP 11 2003
SAN FRANCISCO
PUBLIC LIBRARY

A G E N D A

Date	**Tuesday, September 16, 2003**
Time	**5:30 – 7:30 PM**
Location	**Human Rights Commission** **25 Van Ness Avenue, 8th Floor** **San Francisco, CA**

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1. Call to Order and Roll Call	
2. Approval of Minutes of August 19, 2003	5 min.
3. Public Comments for Items Not on the Agenda	5 min.
4. Report of Police Department/Transgender Task Force	35 min.
5. Gender Identity Task Force Report	10 min.
6. Activism Task Force Report	10 min.
7. Intersex Task Force Report	10 min.
8. Work Group on Impact of Budget Cuts Report	10 min.
9. Homeless Queer Youth Task Force Report	10 min.
10. Commissioners' Report	10 min.
11. Staff Report	10 min.
12. Old/New Business	5 min.
13. Announcements	
14. Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, October 21, 2003, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

September 16, 2003

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the September 16, 2003 Meeting

Committee Members Present: Jason Alley, Melchor Bustamante, Chris Caldeira, Scott Campbell, Jay Dwyer, Julie Frank, Ted Guggenheim, Bill Kirkpatrick, Nancy Lawlor, Johnnie Pratt, Aleem Raja, Jorge Romero-Lozano, Lisa Scheff, Stephen Schwichow, Morningstar Vancil, Lauren Williams.

Committee Members Absent: Commissioner Martha Knutzen (excused), Commissioner Theresa Sparks (excused), Virginia Benavidez, Kirsten Boyd, Sally Buchmann, Danny Kirchoff (excused).

DOCUMENTS DEPT
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

Staff Present: Marcus Arana, Ellise Nicholson, Domenic Viterbo.

Guests Present: Ren Phoenix.

1. **Call to Order and Roll Call:**

   Because there were no Commissioners present, Ms. Frank agreed to chair the meeting. She called the meeting to order at 5:35 p.m. Ms. Nicholson called the roll.

2. Approval of Minutes of August 19, 2003:

   Mr. Schwichow moved to approve the minutes as written. Mr. Romero-Lozano seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   None.

4. Report of Police Department/Transgender Task Force:

   Marcus Arana, an HRC staff person, reported that for the last year and a half, staff has worked in collaboration with the San Francisco Police Department (SFPD) and several community-based organizations on how to mitigate complaints reported by transgender people in which the perpetrators are police officers. This task force to created a package which will be presented to the Police Commission. The task force identified areas where changes can be made to assure that officers to adhere to a code of demeanor by revising the departmental general orders (DGOs) and issuing Type A priority bulletins. Both of these make the officers accountable for the information received because

they must sign off on them. The police department and the Office of Citizen Complaints (OCC), which enforces citizens' complaints against police officers, use the DGOs as their standard. So the stronger the DGO language can be made, the more enforcement OCC would have and the more accountability on the street. Lastly, training materials would be created to be used at all police stations during roll call. There, officers would be held accountable for their training since they must sign off on it as well. Mr. Arana was pleased to report that the SFPD worked with Staff cooperatively and with an open mind on the issues. One of the directives in this process provides for training for the command staff because until now, only cadets received transgender education. A training for the command staff was conducted by Sgt. Stephan Thorne with James Green. Half the Command Staff was trained in June 2003 and the rest of the command staff will be trained on September 18. The revised DGOs made it through the SFPD's legal department with only minor changes to language. Mr. Arana feels confident that the package will be approved by the Police Commission next month.

Ms. Frank asked if there was any resistance by the SFPD. Mr. Arana said that some resistance was passive/aggressive in that a commander would work on his logs during training. It was reported that this same commander was to attend a second training and to affirmatively participate. Ms. Scheff asked if there would be any follow-up data collection to see the effects of training. Mr. Arana said part of the recommendations is that an oversight body be created, including SFPD, community members, and staff, to conduct a review on the one-year anniversary of the adoption of materials.

5. Gender Identity Task Force Report:

Mr. Arana reported that the task force is currently finalizing the revisions of the Gender Identity Guidelines. He said that it has been a difficult process because there are tangible changes that, socially, need to move forward, but there's the political reality of how fast & how far they can move. The two biggest challenges are addressing situations where there is unavoidable nudity and the concept of requiring all single-occupancy bathrooms in San Francisco businesses to be gender neutral. The task force is currently investigating if HRC can do this or if any building codes need to be altered. He added that in looking at the building codes involved, though the HRC may have the right to legislate something like this, this may not be the best way to go. A better way might be to make a strong recommendation in the guidelines and work with groups like PISR to lobby the City Departments that oversee the building codes. At the last meeting, the task force discussed whether or not there would be a need to continue meeting after the revision of the guidelines. The next meeting of the task force is scheduled for Tuesday, October 7, at 5:30 p.m.

6. Activism Task Force Report:

Mr. Alley reported that not all members of the task force were present due to scheduling conflicts and were unable to move forward on the activism forum. The task force will have an ad hoc meeting after tonight's Committee meeting to discuss having a full proposal to present to the Committee by next month's meeting.

7. Intersex Task Force Report:

Mr. Arana reported that working on the task force has been an amazing process because it's a governmental body that is addressing this unique issue. He reported that he and Becca Lunine, former staff intern, gave a 45-minute

report at the Commission meeting last Thursday. He added that the Commissioners sincerely engaged and asked very thoughtful questions. One of the goals of the task force was to offer this presentation to educate the Commissioners. He believes that the two things to come out of this task force will be a resolution passed by the Commission supporting the work of the activists looking into these issues, and a public hearing. He said that areas identified include strengthening parental consent, and educating parents that they don't have to rush a baby to surgery to have their genitals changed cosmetically. They would be given options and counseling information. Parents would be put in touch with other parents of children with intersex conditions. Mr. Arana added that the task force is made up of members of various community groups such as the Intersex Society of North America, Kleinfelders Syndrome Support as well as community members who have intersex conditions.

8. Work Group on Impact of Budget Cuts Report:

Mr. Kirkpatrick said that since the work group doesn't "meet", they do more monitoring. He said that so far there is nothing conclusive to report. As soon as any red flags arise, he will pass info along.

9. Homeless Queer Youth Task Force Report:

Ms. Nicholson said that the panelists from last month's Committee meeting were invited to be part of the task force. The first meeting date is set for Thursday, October 16, at 5:30 p.m. at the HRC.

10. Commissioners' Report:

Nothing to report.

11. Staff Report:

Ms. Nicholson reported that Mr. Brinkin had mailed 120 more letters relating to the LGBT Senior Issues recommendations totalling 260 letters sent. Mr. Brinkin has been receiving responses from these agencies and will share them with the Committee at next month's meeting. At last month's meeting, Mr. Brinkin mentioned that Cynthia Goldstein of staff is working with the Board of Supervisors to get some changes to the Domestic Partner Registry to be voted on the March 2, 2004 ballot. Supervisors Dufty and Ammiano are co-sponsoring them. Proposed changes would affect the Retirement System since married people can obtain retirement benefits to kick in after a year without having to submit proof of marriage whereas domestic partners are unable to obtain retirement benefits if they do not. Another legislative change would allow for the Board of Supervisors to change the DP registry rather than having them voted on by voters. Ms. Nicholson said that she and Mr. Arana attended a training session put on by Horizons and CUAV which addressed racism and white privilege in LGBT organizations. There will be a follow-up to this training in December. Staff will be tabling at the Minority Business Trade Fair all day on Thursday at the Hyatt Embarcadero to provide information to minority- and women-owned businesses on doing business with the City. Staff is participating on an art project sponsored by the S.F. Public Library to create a piece using vandalized LGBT books. Ms. Nicholson said that AB17 passed the legislature; however, unlike AB205, it's unclear whether Governor Davis will sign. Ms. Nicholson reported that SB2 just passed the legislature and is awaiting the Governor's signature. This would require businesses of a certain size to offer health insurance to their employees and families, which includes domestic

partners. Staff received a grant from the Gill Foundation with which a consultant was hired to help update our list of insurance companies that provide domestic partner benefits. When updated the list will be available for online research.

12. Old/New Business:

None.

13. Announcements:

Ms. Caldeira reported that she spoke with Anne from Dimensions, an organization that serves San Francisco's LGBTQQ youth and who spoke at last month's Committee meeting, who mentioned that they need donations of soap, shampoo, and socks. Ms. Caldeira will collect donations from the Committee at next month's meeting. Mr. Kirkpatrick said that on September 18, at noon, at New Leaf Services, 1853 Market Street, there will an employee union picket line protesting the wage and benefits package. Ms. Phoenix said that a fundraiser for the breast cancer fund will be held at Harvey's on Sunday, September 21.

14. Adjournment:

The meeting was adjourned at 6:20 p.m.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT
APR 20 2004
SAN FRANCISCO PUBLIC LIBRARY

October 21, 2003

Lesbian Gay Bisexual Transgender Advisory Committee

AGENDA

Date	Tuesday, October 21, 2003
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE

AGENDA.

AGENDA

1. Call to Order and Roll Call

2. Approval of Minutes of September 16, 2003 5 min.
3. Public Comments for Items Not on the Agenda 5 min.
4. Update on LGBT Community Center from Executive Director Thom Lynch 30 min.
5. Approval of Letters Implementing Senior Issues Report Recommendations (Action Item) 10 min.
6. Gender Identity Task Force Report 10 min.
7. Activism Task Force Report: Discussion and Approval of Proposed Forum (Action Item) 10 min.
8. Intersex Task Force Report 10 min.
9. Work Group on Impact of Budget Cuts Report 5 min.
10. Homeless Queer Youth Task Force Report 10 min.
11. Marriage & Family Issues Task Force Report 5 min.
12. Commissioners' Report 5 min.
13. Staff Report 10 min.
14. Old/New Business 5 min.
15. Announcements
16. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

October 21, 2003

City and County of San Francisco
Human Rights Commission

October 21, 2003

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the October 21, 2003 Meeting

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Sally Buchmann, Chris Caldeira, Scott Campbell, Jay Dwyer, Julie Frank, Ted Guggenheim, Danny Kirchoff, Bill Kirkpatrick, Nancy Lawlor, Aleem Raja, Jorge Romero-Lozano, Lisa Scheff, Lauren Williams.

Committee Members Absent: Melchor Bustamante (excused), Johnnie Pratt, Stephen Schwichow (excused), Morningstar Vancil (excused),

Staff Present: Larry Brinkin, Ellise Nicholson, Domenic Viterbo.

Guests Present: Thom Lynch, Ren Phoenix

DOCUMENTS DEPT
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

1. **Call to Order and Roll Call:**

   Commissioner Knutzen called the meeting to order at 5:38 p.m. Larry Brinkin called the roll.

2. Approval of Minutes of September 16, 2003:

   Jason Alley moved to approve the minutes as written. Scott Campbell seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   None.

4. Update on LGBT Community Center from Executive Director Thom Lynch:

   Thom Lynch stated that he has been at the LGBT Community Center ("the Center") as Executive Director since June 23, 2003. Before coming to the Center, Mr. Lynch was the Deputy Director for Project Open Hand. Since joining the Center, Mr. Lynch has been busy working to improve the Center, but they still have a lot of challenges. Currently, the Center has more than 8,000 users each months and 200-250 meetings and events per month. However, like Napster, while the Center has a lot of users, it does not have a lot of money coming in.

   Some of the work being done includes expanding programs for queer youth through the Eureka Valley Recreation Center. They are also negotiating with

the Mayor's Office of Community Development (MOCD) to create the first neighborhood LGBT community development program. MOCD has agreed to provide seed funding to start this program, which would create opportunities for starting small businesses in Eureka Valley. The Center will work in conjunction with programs such as SF Works, various banks, venture capitalists, SF EARN, etc. They also are trying to tie youth into the program by providing information on writing resumes, etc. Mr. Lynch is also negotiating with Project Open Hand to provide a senior meals program.

Mr. Lynch and others at the Center are looking for opportunities. The Center receives about 400 calls each day. As of today, they have only ten staff members, making it difficult for the staff to return everyone's calls right away. The communities' expectations around the Center are huge. People think the Center has a lot of money. The hope is to build trust in the community in order to get support and funding. The Center currently receives very little money from the City (about $80,000/year, which pays for the child care program). Further, Mr. Lynch reported that the Center is trying to develop programs that are non-duplicative. At the same time, they must work on a business model that generates some revenue. They are hoping to achieve these goals by partnering with other community organizations. There's so much potential, and obviously the challenges are tremendous, Mr. Lynch said. He has always been struck by how well our community has built institutions around health and politics. He hopes that we can build institutions around building community.

Committee member Scott Campbell stated that there have been great expectations and disappointments about the Center. He asked Mr. Lynch about his plans to stabilize the financial future of the Center, and also inquired about the programs being moved between Eureka Valley Recreation Center and the LGBT Community Center.

Mr. Lynch responded that the Los Angeles Gay and Lesbian Center has a 34 million dollar annual budget and a huge staff. New York has a 7 million dollar annual budget and a staff of 100 people. These centers are totally different than ours. They have programs that have coalesced over long periods of time. We will not be able to duplicate some of the programming of the LA and NY Centers. For example, the major revenue for the LA Center is their pharmacy. Mr. Lynch reported that he is currently trying to evaluate what we can do to generate revenue, and is doing some forecasting. In any case, the SF Center is going to have to rely on some fundraising. Some people thought that the building would be self-sustaining. But even with full room rentals, this is not enough money to run the Center. Mr. Lynch stated that the key is to develop programs that are helpful to the Community. He's looking for opportunities to team up with other organizations while reducing overhead and administrative costs

Larry Brinkin asked about the Center's economic development project and whether there is any plan to include an employment agency or CBO that could furnish workers. Mr. Lynch stated that they currently have a volunteer working to create a job referral/work force development program. They are in the early stages of developing that program, which will be an important part of their economic development project. The best way to deal with transgender unemployment, for example, may well be to help transgender people start their own businesses. Thus, they intend to work on the business creation side as well as the employee side.

Larry Brinkin asked whether anything was happening with the café and box office. Mr. Lynch informed the Committee that the Center has signed a letter

of intent for the café, and is currently in lease negotiations. They're excited about the concept, which includes tables on the sidewalk and in the lobby. This will create a lot more activity on the first floor.

Sally Buchmann asked whether the Center was looking into the building next door, which would make a great youth shelter. Ms. Buchmann also mentioned that the roof could use a garden. Mr. Lynch stated that the building next door has a long and varied history of sales and not-sales. A lot of people are interested in that building, and there is talk of making it into a youth building. The Center could end up playing a part in that, and is putting resources into it. Regarding the roof, they are currently negotiating for someone to do the garden for free.

Julie Frank stated that she works at the AIDS Health Project. She congratulated Mr. Lynch for taking on the position of Executive Director for the Center, and asked what motivated him to jump into it. Mr. Lynch responded that he was at Project Open Hand for 8 years and was ready for a change. Twenty-five years ago Mr. Lynch was a Pentecostal Minister, and so really appreciates a sense of community building. He thought that he had some skills he could offer the Center and will do his best. However, it's up to the community, not him, to save the center.

Commissioner Sparks stated that we look forward as a Committee to working with the Center. She stated that she's thrilled that there's energy being put into the Center above and beyond the start-up mode. Mr. Lynch said that he's using the HRC's Economic Development Report to move forward with developing an economic development plan and is looking forward to working with the Committee on these issues.

5. Approval of Letter Implementing Senior Issues Report Recommendations (Action Item):

Larry Brinkin stated that thus far we've sent over 200 letters, though we've not had a lot of responses to these letters. Some of the responses we have received are included in this month's packet. We've also received some responses by phone. The responses have been good, and a lot of organizations have said that they want to do more outreach to LGBT seniors. Mr. Brinkin reported that he talked to these organizations about methods of conducting such outreach. Mr. Brinkin is debating whether to send follow-up letters to those who haven't responded. He stated that included in the packet are additional letters for the Committee's approval. Julie Frank made a motion to approve the letters as written. Ted Guggenheim seconded. The motion passed unanimously.

6. Gender Identity Task Force Report:

Lisa Scheff reported that the task force is very close to having draft guidelines ready. They received feedback from the City Attorney and last week ironed out some wrinkles. They will bring the draft to the Committee for its approval next month. Commissioner Sparks stated that it would be great to get this to the Commission before the end of the year.

7. Activism Task Force Report: Discussion and Approval of Proposed Forum (Action Item):

Jason Alley referred members to the forum proposal included in this month's packet. He stated that the goal is to have folks from the community come

together to talk about how to share resources, network, and discuss types of effective activism. The format is to have a steering committee that will work out the nuts and bolts logistics of putting this forum together. Commissioner Sparks asked whether the task force has defined what kind of activism will be discussed and which organizations will be involved. Mr. Alley stated that the task force has kept the definition of activism broad - ranging from artistic and cultural to legislative advocacy. Participants would sort themselves out by their interests. Sally Buchmann stated that she feels an incredible splintering of people's time. She is wondering how all of these groups can coalesce to see who is working on what issues and whether the forum will include such a discussion. Mr. Alley stated that that is central to the guiding question, and that the purpose of the event is to bring people together who might not otherwise be conversing with one another and have a conversation that wouldn't otherwise take place. We're looking to serve as facilitators for those conversations. Commissioner Sparks inquired about the final product of the forum. Mr. Alley stated that it would be a pamphlet distilling the conversations that occur at the forum. Mr. Alley added that the goal is to have the forum in the Spring of 2004. Commissioner Sparks asked whether we might put the forum on the agenda for next year's retreat. Mr. Alley stated that the task force wants time to get the steering committee together and the structure to implement and publicize this forum. He stated that the task force is asking the Committee to approve the proposal, and would like members to submit names of organizations and individuals that they'd like to see on the steering committee. Commissioner Sparks stated that in order for the Commission to approve the forum, they would want to know what organizations are participating. Commissioner Sparks stated that we need a general but specific plan that we could present to the Commissioners. Ren Phoenix stated that one of things the task force has been discussing is to not control the process too much. Commissioner Sparks stated that if the forum is an HRC sanctioned event, by definition the HRC has to assert a certain amount of oversight. Maybe the HRC's role is to provide this task force to put the ideas together and then pass the forum on to a steering committee. Commissioner Sparks added that at this point the Committee could give a loose approval to continue going in the direction the task force is currently moving. Scott Campbell stated that while he has a lot of respect for what the task force is trying to do, too loose of a structure doesn't engender people attending the forum. Having names of organizations involved and a sense of what this is going to be about would help. Jason Alley responded that the task force wants to insure that its guiding themes get clearly articulated, and that the method of marketing the forum is important in insuring attendance. The task force is looking at this forum as a community discussion on strategic issues. Larry Brinkin explained that the Commissioners are going to need examples of kinds of things we might be discussing at the conference (e.g. - how to get legislation passed, etc.). Commissioner Sparks added that what is being said is that this is a great start, but there are not enough details for Committee approval. Aleem Raja stated that he appreciates the risks that the Committee is willing to take by even going this far. Commissioner Knutzen stated that she thinks it is good timing for such a forum, and that the theme of it goes along with what Mr. Lynch was saying regarding community building around the Center. She added that we need to facilitate people working together. Commissioner Sparks and Mr. Brinkin will come up with a list of the kinds of items to be included in a detailed proposal to bring to the Committee and the Commission.

8. Intersex Task Force Report:

Larry Brinkin reported that the next meeting of this task force is tomorrow night. He stated that he thinks they are starting to work on a resolution to take to the Commissioners regarding Intersex surgeries. Commissioner Sparks stated

that the presentation made to the Commission on this issue was very helpful and generated a lot of discussions at the Commission level. Commissioner Knutzen stated that a lot of education needs to happen on this issue. The presentation was a good first step. Several Commissioners want to hear from medical practitioners. Mr. Brinkin stated that one idea under discussion is to have a joint hearing between the HRC and the Health Commission. Commissioner Sparks suggested that Committee members be given the minutes from the September 11, 2003 Commission meeting so that members can understand the concerns of Commissioners. Committee members also requested copies of the Intersex information handout presented at the Commission meeting.

9. Work Group on Impact of Budget Cuts Report:

Sally Buchmann stated that the Public Employees contract will be opened in February for negotiation on its economic provisions. There could be layoffs. Bill Kirkpatrick stated that he is continuing to monitor for any budget cuts that would affect LGBT services. Things are still in flux, and he hasn't found any red flags to report. Everything is in limbo right now. Commissioner Sparks suggested that we don't need a monthly report, we can simply bring up red flags as they come up. Larry Brinkin reported that the HRC has just been asked to come up with another cut for this fiscal year - anywhere from 2 and ½ to 5%.

10. Homeless Queer Youth Task Force Report:

Ted Guggenheim reported that the first task force meeting was attended by Supervisor Bevan Dufty, Patrick Mulcahey, Adam Benditsky, Commissioners Sparks and Knutzen, staff member Larry Brinkin, and three Committee members. Supervisor Dufty is interested in acquiring the building next to the Center for homeless queer youth. Larry Brinkin presented talking points for the meeting and some recommendations were developed. The task force will bring these recommendations to the Wednesday night supper at Most Holy Redeemer Church to talk with the youth and get their input. Commissioner Sparks stated that the task force sees this meeting as a kind of town hall meeting to get a sense of the needs of the queer homeless youth in the City. Supervisor Dufty and Assemblyman Mark Leno are both willing to go. Nancy Lawlor stated that they discussed November 12, 2003 as a potential date to attend the Wednesday supper. Supervisor Dufty is putting together a committee of community leaders to discuss this. We may ask a volunteer from the LGBTAC to be on that committee. Larry Brinkin added that one of the points made at the meeting is that our community doesn't recognize this issue as a crisis. We want to present this to the community as a crisis and come up with some solutions. Aleem Raja mentioned that LYRIC is always interested in new board members, and they deal with this issue a lot. Anyone interested should contact Executive Director Kar Yin Tham.

11. Marriage & Family Issues Task Force Report:

Commissioner Knutzen stated that the task force held an initial planning meeting, and that they want to have an event in February, around Valentine's Day. The event would be a panel on domestic partner rights, including an analysis of and preparation for Proposition 205. The panel would help people understand what they are getting out of domestic partnership. They are still discussing whether to include transgender rights or whether this issue should be kept separate. Also discussed on the panel would be the issue of new property assessment rights through the Board of Equalization and the Assessor. Commissioner Knutzen has booked the Ceremonial Room at the Center for February 12, 2004. NCLR is interested in collaborating. Ted Guggenheim stated that Our Family Coalition and Marriage Equality California (which is being

folded into EQCA) are both happy to co-sponsor. Larry Brinkin added that we still need to get approval of the Commissioners to hold the event.

12. Commissioners' Report:

Commissioner Knutzen stated that they had a wonderful hearing right before the October election on the HRC's report regarding the impact of the Racial Privacy Initiative on City programs. Each Committee heard the issues, which were then compiled into a written report that was presented orally to the Board of Supervisors' City Services Committee. This report is a model example of what we can do within our constraints. Commissioner Knutzen stated that she gave the written report out and received a lot of feedback on how useful that report was. The Commission wrote a letter regarding the issue of homeland security at the airport and the recent policy to scrutinize cross-dressers. Aleem Raja stated that this issue got played out in the Muslim and Arab communities, and that it may have been the first time that folks saw connections between the issues of their communities.

13. Staff Report:

Larry Brinkin reminded panel planners that next month we're scheduled to have a panel on breast cancer. Ms. Frank and Commissioner Sparks signed up to help put that on. He further reported that the Commission is going to have its December 10, 2003 meeting in Bayview/Hunter's Point at 4:30 p.m. at the Southeast Community Center, and all are invited to attend. The Commission has been working on the issue of environmental racism, including a series of workshops. This meeting will be a culmination of that project. The HRC is co-sponsoring a conference with the Government of Germany on combating issues of racism, anti-semitism, homophobia, etc. on November 3, 4, and 5, 2003 at the Rex Hotel. Mr. Brinkin will send a brochure to the Committee when he gets it. There will be a civil service exam for the Contract Compliance Officer II position here at the HRC. Anyone interested in getting on that list should let Mr. Brinkin know and he will forward them the job announcement. The SF Police Department transgender protocols are moving forward and will be heard by the Police Commission next Wednesday October 29, 2003. Mr. Brinkin stated that we generally cancel the December meeting of the LGBT Advisory Committee. No members objected to this cancellation. Regarding AB205, Mr. Brinkin stated that Pete Knight has qualified a ballot measure to start collecting signatures to repeal 205. Mr. Knight also filed suit to enjoin 205 from taking effect on the grounds that it violates state law (specifically, Proposition 22), because it is in effect gay marriage. The San Francisco City Attorney is getting involved in helping defend the law. We are working on it at the HRC as well. Mr. Brinkin will let folks know the date of the hearing on the injunction. Mr. Brinkin added that the HRC received a grant from the Gill Foundation to make public a list of insurance companies across the country that offer equal benefits. We have a consultant on board named Cyril Cuasay to complete this project. Staff member Marcus Arana conducted a transgender training at Prisoner Legal Services and is working with City College regarding transgender discrimination there. In regard to the homeland security letter, we received a call from the head of the Police Services Department at the airport. She is interested in assisting us in assuring that security personnel receive training on transgender issues at the airport. While she doesn't have oversight of the security gates, she stated that she would recommend to John Martin that the training take place. Committee members Virginia Benavidez and Kirsten Boyd both resigned.

14. Old/New Business:

None.

15. **Announcements:**

Lauren Williams stated that UC Hastings is having a debate on same sex marriage this Thursday co-sponsored by OutLaw and the Federalist society. Bill Kirkpatrick thanked staff for including letters and responses to the Aging report in member packets. He stated that he is learning a lot from these responses and lack thereof. Scott Campbell stated that his company is changing its health plans and for the first time will be offering domestic partner benefits. Mr. Brinkin stated that he received an email that there will be a mayoral forum this coming Sunday at the Center from 3-5. Mr. Brinkin will forward members that information.

16. **Adjournment:**

The meeting was adjourned at 7:40 p.m.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

DOCUMENTS DEPT
NOV 13 2003
SAN FRANCISCO
PUBLIC LIBRARY
11-13-03P01:27 RCVD

A G E N D A

Date	Tuesday, November 18, 2003
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1. Call to Order and Roll Call

2. Approval of Minutes of October 21, 2003 — 5 min.

3. Public Comments for Items Not on the Agenda — 5 min.

4. Breast Cancer Panel — 40 min.

5. Gender Identity Task Force Report: Approval of Gender Identity Guidelines Revisions (Action Item) — 20 min.

6. Intersex Task Force Report — 15 min.
   a. Action Item: Approval of Resolution Concerning Treatments of Infants and Children with Intersex Conditions
   b. Action Item: Approval of Request to Commissioners to Hold a Joint Public Hearing with theHealthCommission re: Intersex Issues

7. Activism Task Force Report — 5 min.

8. Marriage & Family Issues Task Force Report (Action Item) — 10 min.

9. Homeless Queer Youth Task Force Report: Approval of Position Paper with Recommendations on LGBTQQ Homeless Youth (Action Item) — 10 min.

10. New Member Recruitment — 10 min.

11. Commissioners' Report — 5 min.

12. Staff Report — 5 min.

13. Old/New Business — 5 min.

14. Announcements

15. Adjournment

NEXT MEETING OF LGBTAC: Tuesday, January 20, 2004, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

November 18, 2003

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the November 18, 2003 Meeting

Committee Members Present: Commissioner Martha Knutzen, Commissioner Theresa Sparks, Jason Alley, Sally Buchmann, Melchor Bustamante, Chris Caldeira, Scott Campbell, Jay Dwyer, Julie Frank, Ted Guggenheim, Danny Kirchoff, Bill Kirkpatrick, Nancy Lawlor, Aleem Raja, Jorge Romero-Lozano, Lisa Scheff, Stephen Schwichow, Morningstar Vancil, Lauren Williams.

DOCUMENTS DEPT
NOV 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

Committee Members Absent: Johnnie Pratt (excused)

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

Guests Present: Jamie Armstrong, Jan Blouen, Dottie Bradley, Barbara Brenner, Jody Marksamer, Ren Phoenix, Dylan Vade, Hank Wilson

1. **Call to Order and Roll Call:**

   Commissioner Sparks called the meeting to order at 5:35 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of October 21, 2003:

   Mr. Romero-Lozano moved to approve the minutes as written. Mr. Kirkpatrick seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   Hank Wilson, a member of the Local Homeless Coordinating Board, shared that they approved a shelter services committee which will create a body to perform quality assessments of all City shelters, however the specifics on their processes haven't yet been specified and would like feedback from the Committee to spotlight problems.

4. Breast Cancer Panel:

   Jan Blouen is the official spokesperson for the Breast Cancer Emergency Fund (BCEF). She is also a peer support leader at UCSF-Mt. Zion and has been newly appointed to the Susan T. Coleman advisory council board. She shared her personal history as a 32-month breast cancer survivor, the support of the BCEF, and general information on staying healthy. The BCEF provides $600 annually for rent, utilities, medical insurance premiums and expenses that aren't

covered by insurance, and hospice expenses to patients suffering from breast cancer or HIV/AIDS. Patients who live in San Francisco and who are diagnosed with a disabling cancer or HIV/AIDS diagnosis, and whose total monthly income equals $1,960 or less, qualify for these benefits. She then shared information on other organizations that provide services to cancer patients. She'd like to see the Committee provide more media involvement, request speakers to give presentations on breast cancer to special interest groups, sponsor fundraisers for service organizations, spread the word to all communities by word of mouth, and lastly, lobby for a cure.

Barbara Brenner of Breast Cancer Action shared her personal history with breast cancer then reported that a woman is diagnosed with breast cancer in the U.S. every 2 ½ minutes. Breast Cancer Action was formed in 1990 by women diagnosed with metastatic cancer, or cancer that extends past the breast. Their mission is to be the voice of those affected by breast cancer and to inspire and compel change by providing information to anyone who needs it, organizing people to take action rather than worrying, providing policy work on breast cancer by finding and making sure less toxic treatments are available, and finding the environmental links to breast cancer. The "known risk" factors leading to breast cancer include one's age (breast cancer's the leading cause of death for women 35 - 50 years of age), having had a previous history of breast cancer, a family history of breast cancer, the country where one is born (persons born in industrialized countries have a higher risk), if a mammogram shows dense tissue, the age when menstruation begins (the younger, the higher the risk) and ends (the older, the higher the risk), the amount of alcohol consumed (the more consumed, the higher the risk), age when a woman has given birth (the older, the higher the risk) or not having given birth, a history of fibrosistic breast disease, taking oral contraceptives, hormone replacement therapy, and ionized radiation. Statistics of lesbians having a higher rate of breast cancer than straight women are still unknown because data on sexual orientation haven't been collected. Two primary "known risk" factors that affect lesbians more than straight women: lesbians are less likely to have children and they are more likely to consume more alcohol. It is also true that lesbians are less likely to seek health care because they feel that they aren't treated respectfully by medical care providers. Ms. Brenner feels that it is important for the Committee to advocate for better treatment of lgbt patients to the medical community. She then described the work of Breast Cancer Action: it was formed in 1990 by women diagnosed with breast cancer. Their mission is to carry voices of those affected by breast cancer, to inspire and compel change by 1) providing information to anyone who needs it, 2) organizing people to take action rather worrying, 3) providing policy work on breast cancer - finding and making sure less toxic treatments are available and finding what the environmental links are to breast cancer.

Ms. Bluen and Ms. Brenner then answered questions by the Committee.

5. Gender Identity Task Force Report: Approval of Gender Identity Guidelines Revisions (Action Item):

Mr. Kirchoff presented the draft guidelines to the Committee and reported that it will be presented at the Thursday, January 8, 2004 Commission meeting. Mr. Arana reported the process had taken about 2 years and said that there were over twenty who helped work on the guidelines. Mr. Arana described the major changes that were made to the guideline definitions. Commissioner Knutzen moved to request the Commission to approve the guidelines. Ms. Buchmann seconded. The motion passed unanimously. Commissioner Sparks officially terminated the task force and thanked Mr. Arana for all his hard work.

6. Intersex Task Force Report:

   Commissioner Sparks suggested to address this item at the next Committee meeting in order so that input from others to get different points of view are represented. Mr. Brinkin said that the task force needs to be member-driven and that Committee members who are involved need to participate. A draft resolution will be presented at the next Commission meeting. The next task force meeting will be held Tuesday, December 16, at 5:30 p.m.

7. Activism Task Force Report:

   Mr. Alley reported that the task force did not meet due to the Veterans Day holiday. The next meeting will be Tuesday, December 9, at 5:30 p.m., and will discuss the task force's viability with Ms. Nicholson.

8. Marriage and Family Issues Task Force:

   Commissioner Knutzen reported that the Task Force discussed the makeup of the panel and to present to the Commission sponsor the panel at their Wednesday, December 10 meeting. The panel will speak in the Ceremonial Room at the LGBT Community Center on Thursday, February 12, 2004, at 6:00 - 8:00 p.m. She reported that the panel would cover new rights for domestic partners. Commission Sparks motioned to approve this as a guideline to present to the Commission. Mr. Romero-Lozano moved to have it approved. Mr. Guggenheim seconded. The motion passed unanimously.

9. Homeless Queer Youth Task Force Report: Approval of Position Paper with Recommendations on LGBTQQ Homeless Youth (Action Item):

Mr. Brinkin explained that Mr. Schwichow, Mr. Romero-Lozano, and Patrick Mulcahey provided feedback on the paper and recommended some changes. Copies of the responses were given to the Committee. Mr. Schwichow and Mr. Romero-Lozano explained the changes they made. The Committee discussed other suggestions for changes to the paper. Commissioner Sparks suggested that any recommended changes be sent to Mr. Brinkin to incorporate into the final draft. Mr. Brinkin said that the final draft copy would be taken to a meeting before a dinner for homeless youth at the Most Holy Redeemer Church and present it to the youth in attendance for their input.

10. New Member Recruitment:

Mr. Brinkin reported that recruitment efforts will start in December. He pointed out the timeline that was included in each AC member's packet that is similar to last year's. Each AC member is let staff know if they are interested in continuing to serve the Committee by Wednesday, December 10. A press release will be sent out on December 24. The deadline for new Committee member applications is Thursday, January 15, 2004. Mr. Brinkin stressed for the Committee to inform possible AC members to apply. The press release will be emailed to Committee members. Hard copies will be provided upon request. Because there are currently 20 members on the Committee, Mr. Brinkin suggested to keep the number of members to 25. Depending on how many applications are received, the recruitment committee will determine who to interview. The Chair will decide on the following membership of the recruitment committee. The following members volunteered: Mr. Bustamante, Mr. Kirchoff, Ms. Lawlor, Mr. Romero-Lozano, Ms. Williams, and Ms. Vancil. Interviews will we conducted on Tuesday, February 3, 2004.

11. Commissioners' Report:

Commissioner Sparks reported that she, Commissioner Knutzen, Mr. Arana, Mr. Bustamante, Dennis Herrera, Jennifer Rakawski, and other community members testified at the Police Commission meeting on the transgender standards and protocols. The standards were unanimously approved. Commissioner Sparks announced that the Fifth Annual Transgender Day of Remembrance memorial service and march will be held on Thursday, November 20, at 6:00 p.m. at Castro and Market Streets.

12. Staff Report:

Mr. Brinkin reported that the HRC had co-sponsored a 4-day conference to share information with delegates from Germany on the prevention of hate crimes. He reported that they are working on anti discrimination programs targeting extreme right wing groups who target immigrants. He mentioned that the Massachusetts Supreme Court ruled that bans on same-sex marriages are unconstitutional. He reported that Mr. Arana will meet with the Chancellor at City College to address violence against transgender people at City College. He reported that the HRC is looking into whether Cirque du Soleil discriminated against employees or potential employees in San Francisco based on HIV status.

13. Old/New Business:

Ms. Buchmann distributed cards on a performance festival along with a candlelight march commemorating the 25th anniversary of the assassinations of Mayor George Moscone and Supervisor Harvey Milk.

14. Announcements:

Mr. Campbell mentioned that New Leaf Services and their unions have come to an agreement. Mr. Brinkin reminded the Committee that the December meeting has been cancelled. The next meeting will be on Tuesday, January 20, 2004.

15. Adjournment:

The meeting was adjourned at 7:52 p.m.

City and County of San Francisco

Willie Lewis Brown, Jr.
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	Tuesday, December 16, 2003
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

DOCUMENTS DEPT.

DEC - 5 2003

SAN FRANCISCO
PUBLIC LIBRARY

12-05-03P04:10 RCVD

*** CANCELED ***

This is a reminder that the regular meeting of the Lesbian Gay Bisexual Transgender Advisory Committee has been canceled.

NEXT MEETING DATE: Tuesday, January 21, 2004
TIME: 5:30 – 7:30 PM
LOCATION: 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.sfhrc.org
The office location is accessible to and accommodates people with disabilities.

City and County of San Francisco
Human Rights Commission

DOCUMENTS DEPT.
APR 20 2004
SAN FRANCISCO PUBLIC LIBRARY

January 20, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

AGENDA

Date	Tuesday, January 20, 2004
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE

AGENDA.

AGENDA

1. Call to Order and Roll Call

2. Action Item: Approval of Minutes of November 18, 2003 5 min.
3. Public Comments for Items Not on the Agenda 5 min.
4. Intersex Task Force Report 20 min.

a. Action Item: Approval of Resolution Concerning Treatments of Infants and Children with

Intersex Conditions

b. Action Item: Approval of Request to Commissioners to Hold a Joint Public Hearing with the

HealthCommission re: Intersex Issues

1. Activism Task Force Report 10 min.
2. Marriage & Family Issues Task Force Report 10 min.
3. Homeless Queer Youth Task Force Report 20 min.

a. Action Item: Approval of Position Paper

1. New Member Recruitment 10 min.
2. Commissioners' Report 10 min.
3. Staff Report 10 min.
4. Old/New Business 5 min.
5. Announcements
6. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

contact us | accessibility policy | disclaimer | privacy policy

Copyright © 1999-2004 City & County of San Francisco. All rights reserved.

City and County of San Francisco
Human Rights Commission

January 20, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the January 20, 2004 Meeting

Committee Members Present: Commissioner Theresa Sparks, Jason Alley, Sally Buchmann, Melchor Bustamante, Chris Caldeira, Jay Dwyer, Julie Frank, Ted Guggenheim, Danny Kirchoff, Bill Kirkpatrick, Nancy Lawlor, Aleem Raja, Jorge Romero-Lozano, Stephen Schwichow, Morningstar Vancil, Lauren Williams.

Committee Members Absent: Lisa Scheff (excused)

Staff Present: Larry Brinkin, Cynthia Goldstein, Ellise Nicholson, Domenic Viterbo, Tamra Winchester.

Guests Present: David Cameron, Scott Campbell, Martha Knutzen, Aidan Kotler, Mark Mansbridge, Ren Phoenix, Johnnie Pratt, Eli se Mbessakwini.

DOCUMENTS DEPT
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

1. Call to Order and Roll Call:

   Commissioner Sparks called the meeting to order at 5:40 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of November 18, 2003:

   Mr. Schwichow moved to approve the minutes as written. Mr. Romero-Lozano seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   None.

4. Intersex Task Force Report:

   Action Item: Approval of Resolution Concerning Treatments of Infants and Children with Intersex Conditions

   Action Item: Approval of Request to Commissioners to Hold a Joint Public Hearing with the Health Commission re: Intersex Issues

   Commissioner Sparks said that before the Committee can recommend the resolution to the Commission, opinions from proponents of infant surgeries also

need to be heard in order to provide a balanced viewpoint. She added that unless all sides of the issue are heard, she cannot recommend the resolution to the full Commission. She recommended that the Committee proceed with the public hearing in May then develop a stronger resolution. David Cameron offered to present videos to the Commission that contain interviews with intersex people and people in the medical community who favor infant surgeries. Eli se Mbessakwini asked if opinions of the extreme opposition are necessary to get a balanced view on the subject. Eli agreed on having a public hearing, but would like to see a resolution passed beforehand. Aidan Kotler asked if the responsibility of organizing a meeting with opposition should be the task force's and if so, how to got about doing it. Commissioner Sparks said that it would be staff's responsibility to organize speakers if the public hearing were to move forward. Mr. Brinkin apologized for not having invited speakers who are in favor of infant surgeries to the meeting. Mr. Cameron announced that the Society of Pediatric Endocrinology is having its annual meeting in San Francisco at the end of April and that intersex issues will be discussed and those opinions may be brought to the public hearing. Commissioner Sparks suggested that if Committee members or staff attend the meeting and that if a taped transcript of the meeting be obtained if possible. Mr. Brinkin said the upcoming Commission meeting agenda includes a resolution asking the Health Commission to jointly sponsor the public hearing with HRC. Mr. Brinkin suggested that May 27 would be a good day to have the public hearing. He said that if the Commissioners pass the resolution, plans to put on the public hearing may proceed. Commissioner Sparks asked that the task force meet to develop an outline of what they would like to see at the public hearing.

Commissioner Sparks then took the time to thank former Commissioner Knutzen for serving with distinction on the Committee for the past eight years. Mr. Brinkin presented her with a gift clock from the Committee and the division with the inscription, "Martha Knutzen, thank you for eight years of courageous and inspiring and visionary leadership, 1996 - 2004". Mr. Brinkin and others praised Ms. Knutzen for her excellent service to the Commission. Ms. Knutzen thanked everyone for the gift and kind words and said her experience as a Commissioner was one of the highlights of her life. Ms. Knutzen has accepted a position as law office manager with the City's District Attorney.

5. Activism Task Force Report:

Mr. Alley said that the task force decided to go on hiatus due to perceived lack of interest in the project. He said that the next step would be to reintroduce the idea of the project at the next Committee retreat. Ms. Nicholson added that instead of forcing the issue now to wait until people have the time and energy to put into it. She proposed that the task force meet a month before the retreat to come up with a proposal to be discussed then. Ms. Buchmann said that the union would like to get more involved with this task force. She also announced that SEIU will have its international convention before Gay Pride Day and Pride At Work would be providing gender identity training. Commissioner Sparks suggested to have this item included on the retreat agenda.

6. Marriage & Family Issues Task Force Report:

Mr. Guggenheim said that Ms. Scheff and former Commissioner Knutzen have lined up speakers for the panel presentation set for February 12 at the LGBT Community Center. Mr. Brinkin said that the panel presentation will focus heavily on interpreting and understanding domestic partner rights coming from the state.

7. Homeless Queer Youth Task Force Report:

Action Item: Approval of Position Paper

Commissioner Sparks reported that she, along with Mr. Brinkin, Mr. Campbell, Ms. Lawlor, and Ms. Nicholson, attended a meeting before the supper at Most Holy Redeemer last Wednesday. She said there were about 15-20 youths who commented on the position paper and that a new draft includes their comments. Mr. Brinkin said that most of the comments didn't ask for changes in the paper, but a stronger statement on providing emergency beds for youth needs to be included. He added that though the kids provided plenty of comments, they strongly supported the paper. Commissioner Sparks noted that speakers said that about 100 emergency beds are needed that would be dedicated to the youths throughout the city offering them a safe place to stay. Aidan Kotler commented that sufficient outreach to homeless youth needs to be provided to give information, that a mentorship program be offered to provide basic life skills, and that the issue of LGBTQQ youth forced into sex work should be strongly addressed. Commissioner Sparks added that outreach to LGBTQQ youth who have newly arrived in the City should be provided.

Mr. Schwichow moved to approve the paper as amended. Mr. Romero-Lozano seconded. The motion passed unanimously.

8. New Member Recruitment:

Mr. Brinkin reported that 14 applications were received and suggested the recruitment committee select 6-7 to recommend to the Committee. He added that there are 17 current members interested in continuing to serve another term and that Mr. Campbell and Mr. Pratt, former Committee members, need to submit a letter to renew their commitment to the Committee in order to serve another term. Mr. Brinkin recommended that the interview date be moved from Tuesday, February 3 to Tuesday, February 10. He recommended that the recruitment committee interview all 14 applicants thereby skipping a meeting to discuss who to interview. The recruitment committee approved of the recommendation. The recruitment committee is comprised of Commissioner Sparks, Mr. Brinkin, Mr. Bustamante, Ms. Lawlor, Mr. Kirchoff, Ms. Nicholson, Ms. Vancil, and Ms. Williams. Committee members who have left or will not be returning after the end of their terms in February include former Commissioner Knutzen, Virginia Benavidez, Kirsten Boyd, Chris Carnes, Bill Kirkpatrick, and Yoseñio Lewis.

9. **Commissioners' Report:**

Commissioner Sparks reported that staff from all divisions reported on their accomplishments of the past eight years to the full Commission. Mr. Brinkin said that members of the LGBT and HIV division presented issues that were worked on in partnership with the Commissioners as well as the Committee. Staff reported on the Queer Youth Public Hearing, the Economic Empowerment Public Hearing, the Senior Issues Public Hearing, intersex issues, and all the many transgender issues. The presentation provided a platform to present the great work done by the Committee.

10. Staff Report:

Mr. Brinkin reported that New York City is working on an Equal Benefits Ordinance and that Cynthia Goldstein was asked by the New York City council member sponsoring the

ordinance to testify. He added that though Mayor Bloomberg said he would veto the law, there would be a veto-proof majority in favor of the law. He further added that since Ms. Goldstein did such a great job in New York City, she was invited to speak in Atlanta to do the same thing in February.

Mr. Brinkin reported that the staff's training committee, consisting of himself, Marcus Arana, Ms. Goldstein, and Ms. Nicholson, is working on creating a stronger LGBT training program. The program is offered to other City departments, to businesses and members in the community, and as part of a complaint settlement.

Mr. Brinkin reported that he and Hadas Rivera-Weiss met with representatives from Cirque du Soleil concerning a complaint case. He said that further research on risk assessment was agreed upon and would be conducted using videotapes of accidents provided by Cirque du Soleil. The tapes would be shared with experts on risk assessment.

11. Old/New Business:

    None

12. Announcements:

    Mr. Dwyer announced that Marriage and Equality California (MECA) will sponsor a rally on Saturday, February 14, in Sacramento to look at the concept of marriage and equality in the state and throughout the country. Guerilla Queer Bar and the Sisters of Perpetual Indulgence are sponsoring buses to transport rally goers to Sacramento.

13. Adjournment:

The meeting was adjourned at 7:22 p.m. in honor of former Commissioner Martha Knutzen.

City and County of San Francisco

Gavin Newsom
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

DOCUMENTS DEPT.
FEB 13 2004
SAN FRANCISCO
PUBLIC LIBRARY

A G E N D A

Date	Tuesday, February 17, 2004
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to Order and Roll Call	
2.	Action Item: Approval of Minutes of November 18, 2003	5 min.
3.	Public Comments for Items Not on the Agenda	5 min.
4.	Action Item: Approval of Recommendation to Commissioners re: Appointment of New Members	20 min.
5.	Intersex Task Force Report	15 min.
6.	Marriage & Family Issues Panel Report	15 min.
7.	Homeless Queer Youth Task Force Report	15 min.
8.	Retreat Planning	15 min.
9.	Commissioners' Report	10 min.
10.	Staff Report	10 min.
11.	Old/New Business	10 min.
12.	Announcements	
13.	Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, March 16, 2004, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

February 17, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the February 17, 2004 Meeting

Committee Members Present: Commissioner Theresa Sparks, Sally Buchmann, Melchor Bustamante, Scott Campbell, Jay Dwyer, Ted Guggenheim, Danny Kirchoff, Nancy Lawlor, Johnnie Pratt, Aleem Raja, Jorge Romero-Lozano, Stephen Schwichow, Morningstar Vancil, Lauren Williams.

Committee Members Absent: Jason Alley (excused), Chris Caldeira, Julie Frank (excused), Bill Kirkpatrick, Lisa Scheff (excused).

DOCUMENTS DEPT.
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

Staff Present: Ellise Nicholson, Domenic Viterbo.

Guests Present: Commissioner Haig Baghdassarian.

1. Call to Order and Roll Call:
   Commissioner Sparks called the meeting to order at 5:43.m. Ms. Nicholson called the roll.
2. Approval of Minutes of January 20, 2004:
   Mr. Schwichow moved to approve the minutes as written. Mr. Bustamante seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:
   None.
4. Action Item: Approval of Recommendation to Commissioners re: Appointment of New Members:
   Ms. Williams announced that the Recruitment Committee interviewed 14 applicants - eight applicants were selected: Dora Balcazar, David Cameron, Ben Chan, Becky Freund, Aidan Kotler, Patrick Mulcahey, Ren Phoenix, and Brooklynne Thomas. The total number of Committee members equals 25. Mr. Kirchoff said that deciding who to recommend was a difficult process and is excited that Aidan Kotler, a member of the intersex task force, was recommended. Ms. Vancil said that because all the applicants were qualified, it was difficult in determining who to recommend. Ms. Lawlor said that she is excited to see more transgender, intersex, and youth Committee members becoming involved. Mr. Schwichow moved to recommend the eight applicants to the Chair of the Commission for approval to the Committee. Mr. Romero-Lozano seconded. The motion passed unanimously.
5. Intersex Task Force Report:
   Mr. Kirchoff reported that the task force will meet on Wednesday, February 17, 5:30 p.m., at 25 Van Ness Avenue, to discuss planning the May 27th public hearing.

6. Marriage & Family Issues Task Force Report:
   Mr. Guggenheim reported that a panel of speakers was held last Thursday at the LGBT Community Center was a success, attracting 150 people. Ms. Nicholson said $160.00 in donations were collected that would help pay for expenses. She added that the Friends of the HRC contributed $300.00 for the room and that $200.00 was owed for the sign language interpreter.
7. Homeless Queer Youth Task Force Report:
   Commissioner Sparks said that the Homeless Queer Youth position paper was approved by the Commissioners. The approved version has been forwarded to the Board of Supervisors and to Mayor Newsom's office. Staff will follow up after it has been reviewed. She added that Supervisor Dufty has a community task force that meets once each month. Ms. Nicholson said that she attends the Youth Housing Initiative meetings, sponsored by Supervisor Dufty, that happen once each month. She said that they are trying to secure a floor of a single room occupancy hotel on Market Street in the Castro District for eight rooms and designated them for youth. More negotiations on funding this project still need to be made. Supervisor Dufty has been able to get the neighborhood residents to support this issue. Commissioner Sparks said that Patrick Mulcahey, one of the new Committee members, would be heavily involved on this issue and would represent the Committee.
8. Retreat Planning:
   Ms. Nicholson requested that Committee members volunteer to form the retreat planning committee. She said that the retreat would be held on one of the Saturdays in April: April 3, 10, 17, or 24. The Committee will be notified of the retreat date based on the date that most Committee members can attend. Committee members and staff who volunteered to form the retreat planning committee are Commissioner Sparks, Mr. Brinkin, Ms. Buchmann, Mr. Bustamante, Mr. Schwichow, and Ms. Nicholson.
9. Commissioners' Report:

Commissioner Sparks reported that the homeless LGBTQQ youth position paper was approved.

Commission Sparks reported that Mr. Brinkin is meeting with Berkeley, CA officials to discuss implementing their own Gender Identity Ordinance.

10. Staff Report:

Ms. Nicholson reported that staff may address questions regarding same-sex marriages in the near future though the legal implications resulting from the marriages are unknown. Staff will try to keep up to date on any information that develops. Staff will confer with the City Attorney prior to accepting any complaints pertaining to domestic partner status change and same-sex marriage. Commissioner Sparks suggested the Committee discuss forming a task force or hosting a panel at the upcoming retreat to inform the public on marriage rights and the pending legal progress. She also suggested that the Committee ask the Director to write a letter from the Committee thanking Mayor Newsom for approving same-sex marriages or recommend that the Commission send a letter expressing gratitude.

Ms. Nicholson reported that the Health Services System Board (HSSB) broke its promise to end the exclusion of coverage for transsexual treatments and surgeries in all City employee health insurance plans. She said that the HMOs are ready to allow the surgeries, but HSSB hasn't allowed it the City Plan trust fund would lose revenue if employees in the HMOs were covered. Mr. Brinkin and Marcus Arana are working closely on this issue.

Ms. Nicholson reported that Cynthia Goldstein testified in Atlanta before a commission that was appointed by their Mayor and City Council regarding an ordinance combining living wage and equal benefits. She said that Ms. Goldstein met with representatives from their Procurement Department to discuss how to put it in effect if it passes.

Ms. Nicholson reported that she and Mr. Arana have been providing sensitivity trainings to employees of the Department of Parking and Traffic focusing on gender identity issues.

Ms. Nicholson reported that Mr. Brinkin had spoken with Matthew Cusick regarding his case. She said that he is waiting for the Equal Employment Opportunity Commission's results from their mediation on this case before closing the file. She added that Cirque du Soleil has satisfied all of the Commission's requirements and that no further action will be taken by the Commission.

Ms. Nicholson reported that the City's deficit is over 300 million dollars and that unless there are early retirements, staff may face layoffs. Commissioner Sparks added that every City department had to present a budget with a cut of 5% for the upcoming fiscal year, plus a contingency plan of an additional 15%.

11. Old/New Business:
    None.
12. Announcements:
    Ms. Buchmann said that informational picket lines will form on February 20, 21, and 22 at the Church Street, 30th Street, and Potrero Hill Safeway markets until an agreement is made on their employee's health benefits.

    Mr. Campbell reported that Erin Farrell, former Committee member, has stepped down as director of Pets Are Wonderful Support (PAWS).

13. Adjournment:
    Meeting was adjourned at 6:37 p.m.

City and County of San Francisco

Gavin Newsom
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

DOCUMENTS DEPT.
MAR 11 2004
SAN FRANCISCO
PUBLIC LIBRARY

A G E N D A

Date	Tuesday, March 16, 2004
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to Order and Roll Call	
2.	Welcome & Introductions	15 min.
3.	Introduction of HRC Director Virginia Harmon and Mayor's LGBT Community Liaison Joe Caruso	10 min.
4.	Action Item: Approval of Minutes of February 17, 2003	5 min.
5.	Public Comments for Items Not on the Agenda	5 min.
6.	Presentation by theTransgender Law Center	30 min.
7.	Action Item: Approval of Letter to SF Board of Supervisors encouraging their support for the Federal Domestic Partner Health Benefits Equity Act (Senate Bill 1702), which would extend the tax exclusion for employer provided health insurance to domestic partners of employees.	5 min.
8.	Action Item: Approval of Letter to SF Board of Supervisors encouraging their support for California Assembly Bill 1967, which would give same-sex couples the right to marry in California.	5 min.
9.	Intersex Task Force Report	10 min.
10.	Homeless Queer Youth Task Force Report	10 min.
11.	Report of the Retreat Planning Committee	5 min.
12.	Commissioners' Report	5 min.
13.	Staff Report	5 min.
14.	Old/New Business	10 min.
15.	Announcements	
16.	Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, April 20, 2004, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at

1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

March 16, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the March 16, 2004 Meeting

Committee Members Present: Commissioner Theresa Sparks, Dora Balcazar, Sally Buchmann, Melchor Bustamante, David Cameron, Ben Chan, Jay Dwyer, Julie Frank, Rebecca Freund, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Patrick Mulcahey, Ren Phoenix, Johnnie Pratt, Aleem Raja, Jorge Romero-Lozano, Lisa Scheff, Stephen Schwichow, Brooklynne Thomas, Morningstar Vancil, Lauren Williams.

Committee Members Absent: Chris Caldeira, Scott Campbell (excused), Nancy Lawlor (excused).

Staff Present: Larry Brinkin, Virginia Harmon, Ellise Nicholson, Domenic Viterbo.

Guests Present: Commissioner Haig Baghdassarian, Joe Caruso, Bill Kirkpatrick, Dylan Vade.

DOCUMENTS DEP
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

1. **Call to Order and Roll Call:**

   Commissioner Sparks called the meeting to order at 5:43.m. Mr. Brinkin called the roll.

2. Welcome & Introductions

   Commissioner Sparks welcomed the new members along with Commissioner Haig Baghdassarian, Director Virginia Harmon, and the Mayor's LGBT Liaison and Director of Neighborhood Services Joe Caruso.

3. Introduction of HRC Director Virginia Harmon and Mayor's LGBT Community Liaison Joe Caruso

   Mr. Caruso encouraged members to participate in City government and to contact him with any questions or concerns. Mr. Caruso stated that the Mayor is concerned about the underrepresentation of transgender people in San Francisco government, and encouraged transgender members in particular to consider serving on City commissions. He emphasized his openness to hearing members' concerns and thoughts. He stated that Mayor Newsom is looking toward equalizing the rights of same sex couples. He also noted that Mayor Newsom is to be sainted by the Sisters of Perpetual Indulgence at their Easter celebration.

Director Harmon thanked both new and continuing members for their valuable services. She noted that members are important in informing the work of the Commission, and that some of the most exciting work the Commission does comes through this committee. She said that it is an exciting time for the LGBT community. Although steps forward could mean we experience some backlash, it's nonetheless a hopeful and exciting time for us. The work of the committee is incredibly important at this time. Director Harmon encouraged members to contact her with any questions, concerns, or issues.

4. Approval of Minutes of March 16, 2004:

Mr. Schwichow moved to approve the minutes as written. Jorge Romero-Lozano seconded. The motion passed unanimously.

5. Public Comments for Items Not on the Agenda:

None.

6. Presentation by the Transgender Law Center:

Dylan Vade expressed his excitement about talking to the committee, and stated he is a former HRC intern, and several committee members (Danny Kirchoff, Lauren Williams and Johnnie Pratt) are Transgender Law Center (TLC) board members. Mr. Vade stated that TLC focuses its work in three areas: 1) advice and counsel; 2) educational workshops; and 3) policy work. With regard to advice and counsel, that includes keeping the public updated on transgender rights and related laws, counseling clients, sometimes writing letters on clients' behalf, mediating disputes, and sometimes representing clients in court. TLC provides educational workshops for transgender and gender nonconforming people, as well as TG101 and sensitivity training for service providers. Finally, they conduct policy work trying to effect changes in law regarding transgender rights. For example, TLC recently worked with the HRC on the compliance guidelines to prohibit gender identity discrimination. Another example is their work on AB196, which passed last August. They also are working actively on the issue of safe bathroom access. Mr. Vade stated that he is located in the LGBT Community Center, and his co-director, Chris Daly, works out of the CUAV building. Their website is www.transgenderlawcenter.org. Mr. Vade encouraged members to feel free to call or come by anytime.

7. **Action Item: Approval of Letter to SF Board of Supervisors encouraging their support for the Federal Domestic Partner Health Benefits Equity Act (Senate Bill 1702), which would extend the tax exclusion for employer provided health insurance to domestic partners of employees.**

Larry Brinkin explained that the letter concerns a federal bill that would eliminate inequity in taxation of health benefits for domestic partners. Currently, if employees add a spouse onto their health plan, they do not have to claim that benefit as income for tax purposes. However, if an employee adds a domestic partner, they do have to claim it on their taxes as part of their income. This bill would eliminate that inequity such that employees would no longer have to claim their domestic partner's health benefits as imputed

income. The bill has bipartisan support in the Senate. Stephen Schwichow made a motion to approve the letter with a couple of clarifications that staff will change before submitting to the Commission. Jay Dwyer seconded. The motion passed unanimously.

8. **Action Item: Approval of Letter to SF Board of Supervisors encouraging their support for California Assembly Bill 1967, which would give same-sex couples the right to marry in California.**

   Larry Brinkin presented the letter, which was introduced by Mark Leno. Ren Phoenix made a motion to approve the letter as written. Sally Buchmann seconded. The motion passed unanimously.

9. **Intersex Task Force Report:**

   Aidan Kotler reported that at the last meeting, the Intersex task force discussed a plan for the upcoming public hearing, including what issues to address, speakers to invite, and what the next steps are in terms of planning and preparation. He added that a reporter from the Sacramento Bee came to the meeting, listened, and asked questions. The date of the hearing is set for May 27, 2004 at 4:30p.m. in Room 416 of City Hall.

10. **Homeless Queer Youth Project Report:**

    Ms. Nicholson reported that she has been attending the Youth Housing Initiative Meetings spearheaded by Supervisor Dufty, and that it looks as if the project is going forward. Currently, they are negotiating with the landlord to secure approximately 8 units in a single residence occupancy hotel (SRO) in the Castro. Patrick Mulcahey has been involved as well, and updated the Committee about the progress of the project. He commended Supervisor Dufty for his skill at negotiating with various entities and individuals to get the project going. He added that service providers and other interested adults are meeting with the youth for dinner at Most Holy Redeemer every Monday night at 5:30p.m. They are seeking adults who will commit to a youth as a mentor. Becky Freund discussed the Minneapolis GLBT Host Homes Program, which screens families and places youth into homes, thus providing a level of stability and care that is absent from shelters and hotels. Aidan Kotler suggested that youth be involved in the planning and execution of the Youth Housing Initiative, and stated that the Youth Gender Project provides a good model of a youth-led agency. Ellise Nicholson stated that she and Larry Brinkin will be meeting shortly to discuss implementation of the Committee's recent position paper on the needs of queer homeless youth in San Francisco.

11. **Report of the Retreat Planning Committee:**

Larry Brinkin stated that we chose the date of April 4, 2004, for the retreat based on member availability. He stated that members will receive packets soon containing homework for the retreat. Members reviewed the draft agenda. Aleem Raja requested that we consider doing more ice breakers due to the large number of new members. Members informally approved the draft agenda.

12. **Commissioners' Report:**

Commissioner Sparks reported that all City departments are facing budget cuts, including the HRC. She said that the Mayor recently appointed three new commissioners. They will be sworn in tomorrow, March 17, 2004 at 4:00p.m. at City Hall. Commissioner Sparks stated that she is hoping that one of the three will be assigned to and/or interested in co-chairing this committee. All three commissioners will be invited to our next meeting and to our retreat.

10. Staff Report:
Larry Brinkin reported that last year the HRC participated in a joint conference with the German government. Part II of that conference will take place in Berlin from June 7-11, 2004, and will focus on the issues of fighting the right, immigration, and LGBT issues. Mr. Brinkin reported that the Commission has been doing a lot of work on the same sex marriage issue, including fielding numerous calls regarding marriage and domestic partner benefits. We have been working hard on these issues, including meeting with the Mayor's Office and the Health Service System. Mr. Brinkin stated that two interns are scheduled for this summer – Tara O'Neill from Hastings Law School and Steven Benolkin from Boalt Hall School of Law. A third intern will be joining us for the fall semester. Next month at the April committee meeting, we will discuss Pride Day and whether or not we want to have a booth. Committee members and department staff would need to staff the booth. Other options are to march in the parade or do nothing. Staff has conducted a number of trainings lately. Marcus Arana recently conducted trainings at SF City College and spoke at UC Berkeley. Both Mr. Arana and Ellise Nicholson conducted six trainings for the Department of Parking and Traffic. Hadas Rivera-Weiss and Yong Lee will be conducting a know-your-rights training for the Stop AIDS Project.

11. **Old/New Business:**

There was some discussion of the SF Chronicle decision to prevent Rachel Gordon and her partner from reporting on same sex marriage because they got married. Sally Buchmann stated that she wants to discuss the issue of the UN delegate who opted out of the discussion on domestic partnerships.

12. **Announcements:**

Sally Buchmann announced that a couple of weeks ago the SF Labor Council wrote a resolution in support of marriage equality, which passed unanimously. Ms. Buchmann is working to get a similar resolution from the SEIU. Steven Schwichow announced that member Scott Campbell is at UCSF Medical Center recovering from a successful bone marrow transplant. Morningstar Vancil stated that she underwent her last chemotherapy three weeks ago and is still in remission. Ben Chan reported that KPFA is producing a series on queer youth issues and is actively soliciting input from the community. The contact is william@kpfa.org. Aidan Kotler reported that grand marshal polling for Pride is going on this month. Also, April 17 and 18, 2004, the Transcendence Gospel Choir and the Gay Men's Chorus will be performing a joint concert at Mission High School. Jay Dwyer reported that the Sisters of Perpetual Indulgence Easter in Dolores Park is coming up, and they will be sainting people, including Mayor Newsom. They will use the money raised to give out grants to non-profit organizations. Danny Kirchoff reported that Horizons Foundation has started a fund in honor of Gwen Araujo. Commissioner Haig Baghdassarian stated that today is his last day as a commissioner. He has served for three years. He echoed the sentiments of Mr. Caruso that worlds have been expanded, indirectly and directly, by the work we've done. He added that his grandparents are survivors of the Armenian genocide, and eighty-nine years later are still struggling to get reparations. He added that the gay marriage issue is important because it's a basic fundamental right that we take for granted. Decades before the Armenian genocide, the government began to take rights away from them. When society makes distinctions about which sectors of the population deserve fundamental rights and which do not, it is a scary situation. He finished by stating how impressed he is by the work of this committee and thanked members for allowing him to take part.

13. **Adjournment:**

Meeting was adjourned at 7:37 p.m.

City and County of San Francisco

Gavin Newsom
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

Annual Planning Meeting

DOCUMENTS DEPT.
MAR 26 2004
SAN FRANCISCO
PUBLIC LIBRARY

A G E N D A

Date	Sunday, April 4, 2004
Time	9:00 AM to 5:00 PM
Location	25 Van Ness Ave., Ste. 800 San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1. Welcome and Introductions

2. Planning for upcoming year

3. Adjournment

NEXT MEETING OF LGBTAC: Tuesday, April 20, 2004
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

April 20, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

DOCUMENTS DEPT.
JAN 17 2006
SAN FRANCISCO
PUBLIC LIBRARY

AGENDA

Date	Tuesday, April 20, 2004
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the

San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1. Call to Order and Roll Call
2. Approval of Minutes of March 16, 2004 (Action Item) 5 min.
3. Public Comments for Items Not on the Agenda 5 min.
4. Retreat Follow-Up: Adoption of Action Plan for Current Term (Action Item) 20 min.
5. Approval of letter to the San Francisco Chronicle protesting the decision to prevent a reporter and photographer who are in a same sex marriage from writing about same sex marriage (Action Item) 20 min.
6. Discussion of alleged employment discrimination by S.F. 49ers (Possible Action Item) 15 min.
7. Approval of letter to San Francisco Board of Supervisors encouraging support for funding the openhouse project and the siting in Hayes Valley (Action Item) 10 min.
8. 2004 Pride Day Planning 10 min.
9. Intersex Task Force Report 10 min.
10. Homeless Queer Youth Report 5 min.
11. Horizons Foundation Presentation of the Gwen Araujo Memorial Fund forTransgender Education 5 min.
12. Commissioner's Report 5 min.
13. Staff Report 5 min.
14. Old/New Business 5 min.
15. Announcements
16. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

April 20, 2004

Lesbian Gay Bisexual Transgender Advisory Committee Minutes of the April 20, 2004 Meeting

Committee Members Present: Commissioner Theresa Sparks, Dora Balcazar, Sally Buchmann, Chris Caldeira, David Cameron, Scott Campbell, Ben Chan, Jay Dwyer, Julie Frank, Rebecca Freund, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Nancy Lawlor, Patrick Mulcahey, Ren Phoenix, Johnnie Pratt, Jorge Romero-Lozano, Stephen Schwichow, Brooklynne Thomas, Morningstar Vancil.

Committee Members Absent: Melchor Bustamante (excused), Aleem Raja (excused), Lauren Williams.

Staff Present: Larry Brinkin, Ellise Nicholson, Domenic Viterbo.

Guests Present: Kenn Altine (*San Francisco Chronicle*).

DOCUMENTS DEPT.
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

1. Call to Order and Roll Call:

   Julie Frank called the meeting to order at 5:40.m. Ms. Nicholson called the roll.

2. Approval of minutes of March 16, 2004

   Stephen Schwichow moved to approve the minutes of March 16, 2004 as written. Ren Phoenix seconded. The motion was approved unanimously.

3. Approval of letter to the San Francisco Chronicle protesting the decision to prevent a reporter and photographer who are in a same-sex marriage from writing about same-sex marriage

   Ms. Frank welcomed Kenn Altine, a senior editor with the Chronicle, who described for the committee the decision made by the Chronicle and answered members' questions. Mr. Altine said that the decision was made because the two employees in question are journalists, and are two women who took an action (getting married) that was at the heart of a politically controversial subject (same-sex marriage). He noted that the decision was not made because of their *attributes* (women, lesbians) but because of an *action* they took (becoming a same-sex married couple). He said that this presented a conflict similar to that of a reporter who owned stock in a company who wouldn't be permitted to write about that company. He said that the Chronicle has no problem with lesbian and gay journalists writing about same-sex marriage, and indeed they do. The difference in this case, he noted, was that the two

journalists took an action that inserted them directly into the political conflict. He said that there was no question of the journalists' integrity or ability to report objectively; rather, the desire of the newspaper is to avoid the *perception* that there might be a conflict.

Mr. Altine said that the Chronicle has a written ethics policy, though he pointed out that there is no way that every situation can be described. Members asked about various possible conflicts, such as women with cancer writing about cancer, or military veterans writing about war. Mr. Altine reiterated that assignments are based on actions, not attributes. Therefore, a woman with cancer could write about cancer, and a veteran could write about war. But a journalist could not write about a political campaign if they chose to endorse a candidate or work on a campaign. He also noted that the two women could have written about same-sex marriage from a personal, experiential viewpoint, but not about the political issue itself. Ted Guggenheim said that the two women did not insert themselves into a conflict, but that they had an opportunity to get married and they did. Mr. Altine said the Chronicle needed to look at the conditions as they were at the time, which meant two women getting married during that period was an insertion into a news story. Aidan Kotler asked whether the Chronicle could write a more detailed ethics policy; Mr. Altine said he would recommend such an action to the Chronicle. Mr. Brinkin asked about Chronicle employees having been able to write about the takeover of the Chronicle by the Hearst Corporation, an obvious conflict for those employees. Mr. Altine said the ethics policy was not in place at the time, and that in the future if a similar situation occurred the Chronicle would contract with outside or free-lance reporters.

Commissioner Sparks thanked Mr. Altine for his participation and for eloquently responding to members' questions. Mr. Altine then left the meeting. Members then discussed the draft letter and decided that in spite of Mr. Altine's defense of the Chronicle, the expression of concern about the Chronicle's action should still be sent by the Commissioners. Staff was directed to add language about the need for a more objective written policy. Mr. Schwichow moved that the amended letter be sent, and Ms. Vancil seconded. All members present voted Aye, except Jorge Romero-Lozano who voted No.

4. Retreat Follow-Up: Adoption of Action Plan for Current Term

Commissioner Sparks asked for a reiteration and elaboration of each element of the action plan drafted at the annual retreat on April 4, 2004. She also asked who would be volunteering for each action. The actions were summarized as follows, and the volunteers are:

- Intersex Task Force -- preparing for the May 27 public hearing and report writing (Cameron, Kirchoff, Kotler, Phoenix)

- Homophobia in Communities of Color Task Force - develop an outreach plan to elicit information about this issue; possibly this will be a panel rather than an ongoing task force (Lawlor, Mulcahey, Phoenix, Pratt, Thomas, Vancil, Williams

- LGBT Immigrant Issues Task Force - social issues, mental and sexual health, discrimination (particularly of elder LGBT immigrants); task force will decide whether this will be a panel or an ongoing task force (Balcazar, Buchmann, Chan, Kotler, Phoenix, possibly Raja, Vancil)

- Same-sex marriage public forum - will take place in February and follow

format of this year's domestic partners forum (Caldeira, Cameron, Dwyer, Guggenheim)

- **Panel: Beyond the binary** - exploring definitions of sex, gender, sexual orientation beyond the binary assumption (Cameron, Phoenix, Pratt, Thomas)

- **Panel: Crystal meth in the LGBT communities** - a look at this epidemic and the failure of our institutions to address it (Campbell, Dwyer, Frank, Kotler, Mulcahey)

- **Panel: Funding crisis for LGBT organizations** - group will meet to decide if this is an appropriate topic for the HRC at this time (Campbell, Freund, Kirchoff, Phoenix, Schwichow, Thomas)

- **Letter: Sex-positive training modules for community organizations** - the committee decided to determine whether and to whom to send a letter on the topic, rather than doing a panel (Phoenix)

- **Panel: Transgender marriage** - law and politics around this issue (Buchmann, Cameron)

- **Panel: Racism in the LGBT communities** - the panel will focus on a particular aspect of this issue (Balcazar, Kirchoff, Pratt, Vancil)

- **Panel: Homophobia and transphobia in the schools** -- LGBT students will be invited to be panelists (possibly Bustamante, Cameron, Guggenheim, Schwichow, Thomas)

- **LGBT military issues** - staff will research City's relationships with the homophobic military and will bring results to committee to determine further action

- **Homophobia in religious institutions** - staff will contact Supervisor Ammiano to see if he's interested in resurrecting the idea of a public or private forum

- **Visibility** - staff will bring ideas to the committee about how to make the committee's activities more known to the public.

5. Discussion of alleged employment discrimination by S.F. 49ers:

Ms. Nicholson reported that a representative from the 49ers was not available for tonight's meeting but is confirmed for the May meeting, so this item was deferred to the May 18 meeting.

6. Approval of letter to San Francisco Board of Supervisors encouraging support for funding the openhouse project and the siting in Hayes Valley:

Commissioner Sparks urged support for this letter, which implements a recommendation from the 2002 public hearing on Aging in the LGBT Communities. Mr. Romero-Lozano noted a mistake on the hearing date referenced in the letter. Ms. Phoenix moved to approve the motion to send the letter as amended, and Ms. Vancil seconded the motion. The motion was approved unanimously.

7. 2004 Pride Day Planning:

Ms. Nicholson explained that the purpose of the Human Rights Commission booth on Pride Day was to acquaint the public with the services and programs of the HRC, and to assist in signature gathering for relevant petitions. She also said that it was important that there be enough volunteers for all shifts, and that it was important that volunteers show up for their shifts on time. Mr. Dwyer and Mr. Pratt asked about the possibility of sharing booth space with another organization, or giving away part of our time to another organization. Ms. Nicholson said both would be difficult as we are a City agency. Commissioner Sparks asked for a show of hands as to who could volunteer for the booth. Since few people raised their hands, Commissioner Sparks announced that the HRC would not have a booth this year. Ms. Buchmann suggested that the booth fee monies be used instead to produce literature to distribute to the public. Staff will follow up on this idea.

8. Intersex Task Force report:

Mr. Kirchoff reported that the task force came up with a format for the public hearing. Members and staff are now busy contacting medical providers, psychologists, intersex individuals, and others inviting them to offer testimony. The Intersex Society of North America (ISNA) is sponsoring two physicians who will testify. Mr. Pratt asked that there be participation from people of color. Mr. Brinkin reported that Marcus Arana had spoken to Dr. Barry Zevin, chief of the Tom Waddell Clinic, who will appear at the hearing.

9. Staff Report:

Ms. Nicholson reported that she will be leaving her employment with the Commission in order to work as a staff attorney with the state's Habeas Corpus Resource Center. Her last day will be April 29, 2004. She invited members to attend her going-away luncheon at noon on that date at the HRC offices.

Ms. Nicholson reported that the City's budget deficit currently is expected to be $352 million the next fiscal year. That means that the position she is leaving will not be filled, and it could mean staff layoffs. She also reported that she and Marcus Arana trained over 150 managers from the Department of Parking & Traffic, and that the trainings were challenging for staff in that a couple of trainees had religious objections to the training.

Ms. Nicholson reported that Mr. Brinkin has been elected to the board of directors of the California Association of Human Relations Organizations (CAHRO), and that he will attend the annual conference in Burbank on April 23rd. Ms. Nicholson also reported that the U.S. Supreme Court declined to hear an appeal by the S. D. Meyers Company who challenged the City's Equal Benefits Ordinance on religious grounds. That was the final legal challenge to this program. She also reported that the Assembly Judiciary Committee approved AB 1967, which would two persons of any gender to marry in California. The bill next goes to the Assembly Appropriations Committee.

10. Commissioner's Report:

Commissioner Sparks announced the appointment by Mayor Newsom of three new Commissioners - Carlotta del Portillo, Faye Woo Lee, and Pat Norman. She also announced that she has been appointed by the Board of Supervisors to the Police Commission. She said she will miss the Commission, and will especially miss working with the LGBT Advisory Committee. She described the committee as being hard-working and dynamic, and she thanked everyone for making her life and others' lives better. Mr. Brinkin praised Commissioner Sparks for her dedication and friendship and

congratulated her on being appointed as the first transgender Police Commissioner.

11. Old/New Business:

Mr. Brinkin announced that Ellise Nicholson was interested in being a member of the Committee. He recommended that the Committee ask the Commission Chair to appoint Ms. Nicholson. The Committee enthusiastically joined in the recommendation. Mr. Brinkin will make the request to Commission Chair Malcolm Heinicke.

12. Announcements:

Mr. Kotler announced that the Youth Gender Project would hold a community meeting for transgender youth on April 24, 2004 at 2:00 p.m.

13. Adjournment:

The meeting was adjourned at 7:40 p.m.

City and County of San Francisco

Gavin Newsom
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Minority/Women/Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
MAY 12 2004
SAN FRANCISCO
PUBLIC LIBRARY

Date	Tuesday, May 18, 2004
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.ci.sf.ca.us/sfhumanrights
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to Order and Roll Call	
2.	Approval of Minutes of April 20, 2004 (Action Item)	5 min.
3.	Public Comments for Items Not on the Agenda	5 min.
4.	Saying Good-Bye to Commissioner Theresa Sparks	15 min.
5.	Discussion of alleged employment discrimination by S.F. 49ers (possible action item)	35 min.
6.	2004 Pride Day Planning	10 min.
7.	Intersex Task Force Report -- Planning for May 27th Public Hearing	20 min.
8.	Sub-committee and task force planning	15 min.
9.	Commissioner's Report	5 min.
10.	Staff Report	5 min.
11.	Old/New Business	5 min.
12.	Announcements	
13.	Adjournment	

NEXT MEETING OF LGBTAC: Tuesday, June 15, 2004, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

May 18, 2004

Lesbian Gay Bisexual Transgender Advisory Committee Minutes of the May 18, 2004 Meeting

Committee Members Present: Commissioner Pat Norman, Dora Balcazar, Sally Buchmann, Chris Caldeira, David Cameron, Ben Chan, Julie Frank, Rebecca Freund, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Nancy Lawlor, Patrick Mulcahey, Ellise Nicholson, Ren Phoenix, Johnnie Pratt, Aleem Raja, Stephen Schwichow, Brooklynne Thomas, Morningstar Vancil.

Committee Members Absent: Melchor Bustamante, Jay Dwyer (excused), Jorge Romero-Lozano (excused), Lauren Williams.

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

Guests Present: Supervisor Bevan Dufty, Larry MacNeal, Lindsey McLean, Kirk Reynolds, Sam Singer, Commissioner Theresa Sparks.

DOCUMENTS DEPT
JUN 28 2006
SAN FRANCISCO PUBLIC LIBRARY

1. Call to Order and Roll Call:

Commissioner Norman called the meeting to order at 5:35 p.m. Mr. Brinkin called the roll.

2. Approval of minutes of April 20, 2004:

Stephen Schwichow moved to approve the minutes of April 20, 2004 as written. Morningstar Vancil seconded. The motion was approved unanimously.

3. Public Comments for Items Not On the Agenda:

Supervisor Bevan Dufty commented on the actions taken by Supervisor Tom Ammiano who was instrumental in getting Commissioner Theresa Sparks onto the Police Commission.

4. Saying Good-Bye to Commissioner Theresa Sparks:

Mr. Brinkin welcomed Supervisor Bevan Dufty to the meeting. Two of Commissioner Sparks' many accomplishments during her three years with the Commission include the development of the report on environmental racism and the development of the transgender protocols with the San Francisco Police Department (SFPD). Mr. Brinkin presented a business card case to her from the Committee, division staff, and the director.

Commissioner Sparks said that within 40 minutes of her first eight hours as a commissioner for the Police Commission, she became known throughout the SFPD as the "tranny commissioner." She added that the SFPD had dropped transgender sensitivity training due to budgetary issues, but they were later reinstated.

5. Discussion of Alleged Employment Discrimination by S.F. 49ers:

Lindsey McLean, former head trainer of the 49ers, recently retired at the age of 65 after 25 years.

Originally started by homophobic comments by Garrison Hearst in 2002 that were reported by the press, the Commission wrote a letter of concern to the 49ers, but didn't receive any response. Then an article about Mr. McLean's retirement and the difficulties being out in the National Football League (NFL) appeared in the Chronicle. Staff was instructed to write a letter of concern to the 49ers by the Chair of the Commission and asked that the matter be taken to the Committee to determine course of action.

Mr. McLean said that within a few days of his retirement, he was interviewed for a story on his coming, but initially felt that he wasn't ready to make his story public. Though he was uncomfortable being interviewed, he decided to be interviewed for ESPN later hoping that he could help others in the NFL realize the diversity in professional sports as well as to inspire other gay people in professional sports to be themselves.

He said that feels fortunate to have worked for the 49ers because of the respect and support they gave him and his partner. Unlike his employers, the athletes he dealt with in the NFL come from various backgrounds, many of whom come from rural, southern colleges and have had "poor religious training" and lack of exposure to diversity in their communities. He wanted to do his job without making anyone in the organization feel uncomfortable around him, but because of the physical aspect of his job, he felt comfortable to remain closeted. He said that wasn't harassed very much; if he felt harassed, he woudn't take them as personal attacks, just reactions made by athletes who may have sustained career-ending injuries.

Mr. Singer said that they take this issue seriously and that they will add "height" and "weight" to their policies in July in order to become compliant with the City's 12-B Ordinance. He added that the 49ers is the only team in the NFL to offer domestic partner benefits. He said that they had written a letter to the players' union asking them to offer domestic partner benefits to all NFL players and their families and this issue will be addressed at the bargaining table this summer. Lastly, he said that they are adding two separate, mandatory diversity and sensitivity trainings in July.

Supervisor Dufty commented that he was first to respond to Mr. Singer regarding Garrison Hearst's comments and felt that a positive impact can be made on the players through diversity training.

Mr. Brinkin asked if staff could provide input to their diversity training by looking at their training curriculum or to be involved in making sure that the areas of sexual orientation and gender identity are properly addressed. Mr. Singer said that he would provide a copy of the curriculum to Mr. Brinkin.

Mr. Brinkin asked if there was a motion authorizing staff to write a letter for the Commission Chair's signature confirming everything that was discussed at this evening's meeting, confirming all that was shared and mentioning their diversity training curriculum. Johnny Pratt presented the motion. Morningstar Vancil seconded.

The motion passed unanimously.

6. 2004 Pride Day Planning:

Mr. Brinkin announced that there will be a booth which needs staffing at this year's LGBT Pride Parade. At the last Commission meeting, Mr. Brinkin reported that there wouldn't be HRC representation at the parade because at last month's Committee meeting, not enough members could commit to staffing the booth. The Commission requested that the Committee revisit the possibility of staffing a booth because they were adamant on having a presence there. Mr. Brinkin passed around a booth sign up sheet for Committee members to commit to a one-hour shift. The Friends of the Human Rights Commission had paid $340 for the booth.

7. Intersex Task Force Report - Planning for May 27th Public Hearing:

Mr. Arana said that the task force has been working out the details in putting on the public hearing. One of the things the task force did was to conduct a hospital survey by calling the different hospitals in San Francisco to find out where surgeries are performed on infants with intersex anatomies. They determined that Stanford, Children's Hospital in Oakland, and UCSF were the only three hospitals in the Bay Area that perform such surgeries. Representatives from UCSF will be at the public hearing to speak as well.

Individuals born with intersex anatomies will also be at the public hearing to share personal experiences as well as doctors who treat them. Educators and academics will speak on the sort of information doctors are taught in the process of learning about people with intersex anatomies. Mr. Arana said that it was difficult to get some participation from individuals who were born intersex to share their stories, however a lot of written testimonies were received.

Mr. Arana described the format of the public hearing. He added that intersex issues may be a human rights consideration because the Commission heard from people with intersex anatomies that children are being surgically assigned gender before the age of six months - these surgeries do not address any kind of medical emergency. There are also concerns of homo- and trans-phobia and reinforcing the idea that bodies are only either male or female. It is unknown what treatment options that the parents are given, or of any available resources, and if any alternative option of not having surgery and allowing the child to grow to the age of consent where they can make their own choices. Also the concept that a system for intersex individuals to be ashamed of their bodies will be discussed. Subsequent to the hearing, a report will be written based on the information received.

Mr. Arana asked that Committee members to assist in the hearing. Because the hearing will involve various tasks, a task list will be emailed to the Committee for members to volunteer.

8. Sub-committee and task force planning:

A list of task forces and panel committees were in listed in last month's minutes. The Committee members who make up each task force and panel committee are also indicated. Mr. Brinkin will send emails and make phone calls to task force members and panel coordinators to set up meetings.

9. Commissioner's Report:

Commissioner Norman reported that the Young Community Developers made a

presentation to discuss employment opportunities and how the HRC may help. The Equal Opportunity Division gave presentation on the Surety Bond program.

10. Staff Report:

Mr. Brinkin reported that because of the City's $352 million dollar deficit, the Commission's budget situation is uncertain. The position once held by Ms. Nicholson has been eliminated and it is unclear if there will be any layoffs. The Mayor's Office of the Budget requested a 5% definite cut in HRC's budget along with a 15% contingency, but more cuts may be requested. All City departments are affected by the 20% cut.

Mr. Brinkin and one other HRC staff will be going to Berlin in June to attend the second part of a human rights conference that was first held in San Francisco. Mr. Brinkin will lead a discussion on issues affecting San Francisco's LGBT community, same-sex marriage in particular, and how the right wing is dealing with this and other issues. He will give a report on the conference at the June meeting.

The Commission on Aging received a $750,000 grant to look at senior issues particularly affecting the African-American, Asian Pacific Islander, Latino-American, and LGBT communities. The recommendations from the Commission's report helped fashion the work they're doing. Mr. Brinkin joined an organization called The Community Partnerships which was formed to look at how the grant money can meet those needs.

11. Old/New Business:

Ms. Buchmann reported that her union is in negotiations for the employees in the Service Employees International Union (SEIU) and the City is asking 12,000 employees to continue paying into their own retirement fund, that the City used to pay for, for the next two years. A rally was held last week calling for downtown to pay back money to the city. This item will be placed on agenda to discuss at next meeting.

12. Announcements:

Ms. Buchmann reported that the SEIU will have its international convention on June 21 in San Francisco. There will be a bridge walk for better healthcare will be held on June 19 at 7 a.m. The SEIU Lavender Caucus will be co-hosting a reception with the Latino caucus on June 21 and invited the Committee to attend. Also Pride At Work is having a voter registration project and is interested in hiring LGBT youth for the summer.

Ms. Frank announced that the City's contingency budget is available online. She'll send out the link to any interested Committee members.

Ms. Vancil announced her wedding reception to be held on September 25 at the Castro Country Club from 2:00 - 6:00 p.m.

Ms. Phoenix announced that a celebration will be held to honor the life of Daddy Alan Selby on May 22. There will be a fundraiser for the Breast Cancer Emergency Fund on May 28 at the Citadel.

Mr. Brinkin announced that he and Cynthia Goldstein will be honored as recipients of the KQED local heroes awards. Other honorees include activists Phyllis Lyon and Del Martin, Willie Walker of the GLBT Historical Society, and Stephen Kellog of the Gay Men's Buddhist Sangha. A reception will be held on June 16 at the KQED Public

Broadcasting Center from 6:00 - 8:30 p.m. The Committee will be sent an invitation to RSVP by June 11.

13. Adjournment:

The meeting was adjourned at 7:46 p.m.

June 15, 2004

City and County of San Francisco
Human Rights Commission

June 15, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

AGENDA

Date	Tuesday, June 15, 2004
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

DOCUMENTS DEPT.
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1. Call to Order and Roll Call

2. Approval of Minutes of May 18, 2004 (Action Item) 5 min.
3. Public Comments for Items Not on the Agenda 5 min.
4. Approval of letter to SF 49ers regarding employment discrimination (action item) 15 min.
5. 2004 Pride Day Planning 15 min.
6. Intersex Public Hearing – Debriefing 30 min.
7. Sub-committee and task force planning 20 min.
8. Commissioner's Report 5 min.
9. Staff Report 5 min.
10. Old/New Business 5 min.
11. Announcements
12. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

City and County of San Francisco
Human Rights Commission

June 15, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the June 15, 2004 Meeting

Committee Members Present: Dora Balcazar, Melchor Bustamante, David Cameron, Ben Chan, Jay Dwyer, Julie Frank, Rebecca Freund, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Nancy Lawlor, Patrick Mulcahey, Ellise Nicholson, Ren Phoenix, Johnnie Pratt, Aleem Raja, Jorge Romero-Lozano, Stephen Schwichow, Brooklynne Thomas, Morningstar Vancil, Lauren Williams.

Committee Members Absent: Commissioner Pat Norman (excused), Sally Buchmann, Scott Campbell (excused).

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

Guests Present: Jason Stein.

DOCUMENTS DEPT
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

1. **Call to Order and Roll Call:**

   Julie Frank called the meeting to order at 5:38 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of May 18, 2004:

   Stephen Schwichow moved to approve the minutes as written. David Cameron seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   There was no public comment on this item.

4. **Approval of letter to SF 49ers regarding employment discrimintion (action item):**

   Marcus Arana described the process for drafting the letter that was submitted for Committee approval. He also proposed an amendment to the letter that will remind the 49ERS of their contractual obligation to implement City nondiscrimination laws. Stephen Schwichow stated that he was happy they came to speak and that they are determined to make changes. Ren Phoenix moved that the letter be approved with the suggested amendment. Patrick Mulcahey seconded. The motion passed unanimously.

5. 2004 Pride Day Planning:

Larry Brinkin asked which Committee members would be volunteering for a shift at the HRC booth at the Pride Celebration. He stressed the need to be on time for each shift. Larry Brinkin also advised the group on typical duties while working the booth, and described aspects of HRC work, such as complaint handling, equal benefits, and sensitivity training about which booth workers could inform the public. He stated that petitions will be at the booth that support state legislation AB 1967 regarding same-sex marriage and AB 2208 that would require equal coverage by insurance carriers in California for domestic partners and and spouses. He also told the group that the booth will be located approximately across the street from last year's site on Larkin between McAllister and Golden Gate. Dora Balcazar asked if there would be handout materials in other languages, and she advised the group she is a certified translator in Spanish. A conversation ensued concerning possible ways to translate HRC materials. Per Larry Brinkin, there is one HRC brochure in Spanish.

6. **Intersex Public Hearing - Debriefing:**

Marcus Arana said that the Public Hearing, which was held on Thursday, May 27, was a success then thanked the Committee members who spoke and volunteers on various tasks. He said that written and anecdotal information collected for and at the hearing will help produce a great report. He added that written testimony will continue to be collected until June 25. He added that the information received will be distilled by staff and a summer intern, who will then draft findings and recommendations. He hopes to have a draft report for the Committee's approval by the August meeting then to have it presented to the Commission in September for approval. Committee volunteers are requested to read the court reporter's transcript of the oral testimony as soon as it's received. Committee members shared their thoughts on the hearing. Copies of the Public Hearing can be purchased through SFGTV Cable Channel 26, the City government channel, from their web site, www.sfgov.org/site/sfgtv_index.asp, in VHS and DVD formats for $10.00 per copy. David Cameron said that when picking up any ordered copies, go to Room 092, in the basement level at City Hall. Mr. Brinkin suggested that Committee members interested in purchasing copies of the public hearing video should place their orders with staff. Mr. Arana thanked the Committee members who serve on the Intersex Task Force: David Cameron, Danny Kirchoff, Aidan Kotler, Ren Phoenix, and Brooklynne Thomas.

7. **Sub-committee and task force planning:**

Larry Brinkin called for members to begin planning the panel presentations for the next year. Members agreed that on the following schedule and the named individuals volunteered to be the primary point persons:

- Crystal Meth in the LGBT Communities – Patrick Mulcahey – September 21, 2004

- Beyond the Binary – David Cameron – October 19, 2004
- Homophobia and Transphobia in Schools – Stephen Schwichow – November 16, 2004
- Transgender Marriage – Brooklynne Thomas – January 18, 2005
- Racism in LGBT Communities – Dora Balcazar – February 15, 2005

Mr. Brinkin explained the need to narrow the scope of panel presentations and advised members to keep the number of panelists to a minimum. He explained that tasks often come from panel presentations, such as the creation of a racism brochure. Other Task forces and their primary point persons:

- LGBT Immigration issues – Dora Balcazar and Ben Chan
- Outreach to Communities of Color regarding Homophobia
- Same-Sex Marriage Public Forum in February at the SF LGBT Center – David Cameron, Jay Dwyer, and Ted Guggenheim
- Sex Positive training modules – letter to be drafted by Ren Phoenix by September 2004.

Danny Kirchoff requested that the LGBTAC Recruitment Committee meet earlier than last year to work on new member recruitment. Larry Brinkin recommended that the Committee convene in October, which is one month earlier than customary.

8. **Commissioner's Report:**

There was no Commissioner's Report.

9. **Staff Report:**

Larry Brinkin reported on a German/American human rights conference he recently attended in Berlin, a follow-up to November's conference in SF. He described programs in Germany used to fight right wing extremism, which is primarily perpetuated by neo-nazi groups. HRC staff presented on same-sex marriage issues, environmental racism, and how the initiative process has been used against civil rights for certain groups, e.g. Prop 209 and Prop 187. Larry Brinkin described staff work in trainings: Marcus Arana will train staff at Macy's (same-sex marriage) and Morrison Foerster (SFPD Transgender Task Force work on General Order Revisions and training bulletins). Hadas Rivera-Weiss and Yong Lee conducted an HIV in the Workplace training for Positive Resource Center. Larry Brinkin reminded members about the KQED Local Hero celebration on June 16, 2004 that will honor Cynthia Goldstein and himself, Co-Managers of the LGBTH Division of the HRC. He announced that there was nothing new to report on the budget situation: there will be no staff layoffs projected for the upcoming fiscal year, though the position previously held by Ellise Nicholson has been eliminated.

10. Old/New Business:

No Old/New Business was discussed.

11. Announcements:

    No new announcements were presented.

12. Adjournment:

The meeting was adjourned at 7:10 p.m.

July 20, 2004

City and County of San Francisco
Human Rights Commission

July 20, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

AGENDA

Date	Tuesday, July 20, 2004
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

DOCUMENTS DEPT.
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY

BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1. Call to Order and Roll Call
2. Approval of Minutes of June 15, 2004 (Action Item) 5 min.
3. Public Comments for Items Not on the Agenda 5 min.
4. Pride Day Debriefing 15 min.
5. Intersex Public Hearing – Update on Report 10 min.
6. How to organize a Committee panel presentation 15 min.
7. Commissioner's Report 5 min.
8. Staff Report 5 min.
9. Old/New Business 5 min.
10. Sub-committee and task force discussion and planning 55 min. Racism in the LGBT community; Homophobia in communities of color; LGBT immigrant issues; Funding crisis for LGBT organizations.

    Panels: crystal meth, beyond the binary, homophobia and transphobia in schools, transgender marriage.

11. Announcements
12. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 1390 Market Street, #801, San Francisco, CA 94102, telephone 415-554-9510, fax 415-554-8757, and web site http://www.ci.sf.ca.us/ethics/.

July 20, 2004

City and County of San Francisco
Human Rights Commission

July 20, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the July 20, 2004 Meeting

Committee Members Present: Dora Balcazar, Sally Buchmann, David Cameron, Ben Chan, Julie Frank, Ted Guggenheim, Danny Kirchoff, Patrick Mulcahey, Ellise Nicholson, Ren Phoenix, Aleem Raja, Jorge Romero-Lozano, Stephen Schwichow, Morningstar Vancil, Lauren Williams.

Committee Members Absent: Commissioner Pat Norman (excused) Melchor Bustamante, Jay Dwyer, Becky Freund, Aidan Kotler (excused), Nancy Lawlor (excused), Johnny Pratt, Brooklynne Thomas (excused)

DOCUMENTS DEPT
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

Staff Present: Marcus Arana, Larry Brinkin

Guests Present: Angelo Wont, Lance Dwyer, Daniel Frattin, John Newsome

1. **Call to Order and Roll Call:**

   Julie Frank called the meeting to order at 5:37 p.m. Mr. Brinkin called the roll. There was not a quorum present. Ms. Frank proceeded to call the agenda items that did not require a quorum.

2. Public Comments for Items Not on the Agenda:

   Guests Daniel Frattin and John Newsome spoke on behalf of a group known as "IsBadLandsBad (IBB)", which is fighting racism in the Castro. They allege that Badlands asks for 2 picture IDs from female patrons and people of color. So far, 25 people have made allegations to the group and 15 have made statements to the HRC. The group has written to Alcohol and Beverage Control, the state agency that licenses bars, asking them to investigate the charges of discrimination and revoke Bandlands' license. Mr. Schwichow commended the group for speaking up. Ms. Phoenix stated that she wanted to underscore the perception in many queer communities that the Castro is for gay white men and asked if the group was going to focus attention on these issues outside the Castro as well. IBB replied that they will focus on the Castro as symbolic center of queer community. Mr. Mulcahey and Ms. Phoenix asked that this item be placed on the August agenda as a possible action item.

3. Approval of Minutes of June 15, 2004:

   A quorum now being present at 5:45 p.m., Ms. Frank called for a motion to approve the minutes. Mr. Schwichow moved to approve the minutes as amended. Ms. Buchmann seconded. The motion passed unanimously.

4. Pride Day Debriefing:

   Mr. Cameron expressed that he enjoyed working a shift at the booth. Ms. Buchmann stated that she enjoyed Saturdays at Pride and inquired if it were possible to also have the booth on Saturdays as well. Discussion ensued on the difficulties of staffing for two days when it is hard to get sufficient participation for one day. Mr. Brinkin described the two petitions at the booth - insurance equality and same-sex marriages. Several members mentioned wanting to relax on Pride day and not have to work. Mr. Mulcahey suggested getting more Commissioner participation next year. Mr. Brinkin explained that the LGBTAC had decided not to have a booth and that the Commissioners mandated that it happen. Ms. Buchmann asked if it was appropriate to use college students for booth staffing. Mr. Brinkin stated that it was necessary to have people who were connected with the HRC present at the booth.

5. Intersex Public Hearing - Update on Report:

   Mr. Arana reported on the activities of the Intersex Task Force and the progress of the draft report. The transcripts had not yet arrived despite being ordered on June 10 for a 10-day turnaround. Steve Benolkin, HRC intern assigned to the project, described the letters that were sent to appropriate doctors from UCSF, as well as the California Medical Society and the American Medical Society. Mr. Arana read Dr. Baskin's response and noted that UCSF does not include hypospadias repair in its numbers of intesex surgeries. Committee members will be asked to assist in the report process at a later date.

6. How to organize a Committee panel presentation :

   Larry Brinkin presented information on a handout that he prepared for the Committee. Mr. Cameron asked if staff will be assigned to panel committees as well as Task Forces. Mr. Brinkin explained that only Task Forces have staff working with them, though he urged Members working on panels to ask for staff assistance as needed. Mr. Schwichow stated that he has worked on several panels and suggested that a Yahoo group could be set up for easier communication. Mr. Brinkin verified that would be permissible in the absence of a quorum on the list. Mr. Mulcahey observed that the topic of homophobia in communities of color had not been included on the list. Discussion was held about including that topic under the year's projects. It was determined that since the convener, Lauren Williams, does not have time to manage this topic, it would be deferred for discussion at the next retreat.

7. Commissioners' Report:

   There was no Commissioner's Report due to the absence of Commissioner Norman.

8. Staff Report:

Mr. Brinkin reported on the status of the budget process. Although the budget hearings are not over, the HRC budget has been approved as proposed and there will be no layoffs this year, however the HRC lost line items for training, travel, and reproduction costs. Mr. Brinkin also reported on the 40th anniversary celebration that is being planned by the Friends of the HRC. Martin Meeker, formally with the LGBT Historical Society, is now with UC Berkeley and will draft a historical record of the HRC. Lastly, Mr. Cameron and Peter Tannen will be receiving a letter of thanks from the Commission that is anticipated to be approved at the July 22, 2004 Commission

meeting. The Commission wants to express its deep appreciation to Mr. Cameron and Mr. Tannen for their generous donation to the Friends of the HRC that paid for the court reporter, transcription of the hearing, and the recording and broadcasting of the Intersex public hearings on SFGTV.

9. Old/New Business:

Ms. Buchmann brought a publication that was sent to City employees who are members of the City Health Plan. The publication, Total Wellness, is produced by an anti-queer conservative group. Ms. Buchmann stated that the publication had the City seal on it implying that S.F. condones the activities of that group. She asked that distribution be halted. Staff will look into the situation and report back next month. Ms. Nicholson stated that the Employment Law Center's newsletter had an article detailing the work of the Transgender Worker's Rights Project and offered to invite Shelley Gregory to attend a future LGBTAC meeting to present more information on the project. Mr. Arana mentioned that the Department of Homeland Security is now overseeing the former INS, now the U.S. Citizen and Immigration Services. Director Tom Ridge issued a memo dated January 21, 2004 detailing that gender reassignment documentation was not to be accepted in the case of marriages between transgender people and their partners, for the purpose of immigration. Ms. Phoenix requested that this item be placed on the August agenda for a possible action item, and suggested that the Committee invite representatives from Immigration Equality to attend that meeting.

10. Sub-committee and Task Force discussion and planning:

The discussion began with the topic of racism in queer communities. Mr. Brinkin recommended that the HRC produce a town forum to discuss this issue. He also suggested that timing was important due to the Badlands complaint and that the start of next year might be best. John Newsome suggested that IBB is working on providing a common vision of community building. Mr. Kirchoff expressed concern that the scope was limited if the focus is limited to the Castro leaving out many people who do not feel like a part of that culture. Mr. Brinkin suggested making the text of the 1984 HRC report on racism available to the public before the forum. Mr. Kirchoff questioned the reliability of comparing 20-year-old data to the current culture. Mr. Schwichow suggested that a way to avoid the pitfall of the Forum becoming a "gripe" session was to use the report as a tool to focus the discussion and consider a public hearing on the topic as opposed to a forum. Ms. Phoenix suggested using the Badlands scenario as the reference point. A discussion ensued about focusing on process planning as opposed to content. Mr. Brinkin asked if the Task Force on Homophobia in Communities of Color could be postponed until the next year's agenda, given the lack of staff resources and the demand of the Intersex report. Ms. Balcazar drew a correlation between racism and immigration issues and urged that the Committee keep Racism on this year's agenda. Two outside meetings will be held with Members to discuss the two issues of Racism and Immigration. Mr. Brinkin offered staff assistance for the Task Forces.

11. Announcements:

Mr. Cameron announced that there was an article in the August POZ newsletter about transgender people with HIV called "Trannies Get Your Guns." He also announced that there will be a special showing in October of a movie about the life of an intersex person called "Mani's Story - Yellow Is For Hermaphrodites." Mr. Mulcahey announced that a young woman in the Castro Youth Housing Initiative had a baby. There will be a shower held on August 2 at 5:30 p.m. at the Most Holy Redeemer Church in S.F. Ms.

Buchmann announced that Labor Fest will be held in July and there will be a presentation on July 27 from noon to 7 p.m. at New College regarding "Sex Workers United for Civil Rights."

12. **Adjournment:**

Ms. Frank called for a motion to adjourn. Mr. Schwichow moved to adjourn in memory of Scott Campbell. Mr. Guggenheim seconded. The motion passed unanimously. After a moment of silence, the meeting was adjourned at 7:40 p.m.

City and County of San Francisco
Human Rights Commission

August 17, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

AGENDA

Date	Tuesday, August 17, 2004
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

DOCUMENTS DEPT.
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1. Call to Order and Roll Call
2. Approval of Minutes of July 20, 2004 (Action Item) 5 min.
3. Public Comments for Items Not on the Agenda 5 min.
4. Intersex Public Hearing – Update on Report 10 min.
5. Approval of Commission letter to Rutherford Publishing objecting to the inclusion of a column by Focus on the Family, a hate group, in the newsletter Total Wellness which is distributed to some City employees and their families 10 min.
6. Issues planning 60 min.

   September panel: Crystal Meth

   LGBT immigrant issues

   Racism in the LGBT communities

7. Commissioner's Report 10 min.
8. Staff Report 10 min.
9. Old/New Business 5 min.
10. Announcements
11. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

August 17, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the August 17, 2004 Meeting

Committee Members Present: Commissioner Pat Norman, Dora Balcazar, Sally Buchmann, David Cameron, Ben Chan, Julie Frank, Becky Freund, Danny Kirchoff, Aidan Kotler, Nancy Lawlor, Patrick Mulcahey, Ellise Nicholson, Ren Phoenix, Stephen Schwichow, Brooklynne Thomas, Morningstar Vancil, Lauren Williams.

Committee Members Absent: Jay Dwyer, Ted Guggenheim (excused), Johnny Pratt, Aleem Raja, Jorge Romero-Lozano (excused).

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

Guests Present: Jan Couvillon, Chris Daley, Tom Schwartz

DOCUMENTS DEPT
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

1. **Call to Order and Roll Call:**

   Commissioner Norman called the meeting to order at 5:41 p.m. Mr. Brinkin called the roll. Mr. Brinkin announced that because Melchor Bustamante had missed three Committee meetings in the current term, his membership has been cancelled, but he is welcome to continue to attend and participate in future meetings.

2. Approval of Minutes of July 20, 2004:

   Mr. Schwichow moved to approve the minutes as written. Mr. Kotler seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   Tom Schwartz expressed his concerns about the Bush Administration's using the Defense of Marriage Act to prevent non-U.S. transgender citizens from marrying American citizens. Chris Daley of the Transgender Law Center spoke on what his organization, along with other national organizations, is doing around this issue. Mr. Daley suggested that focusing on litigation in process, rather than a political struggle, would be most advantageous at this time. Mr. Schwartz disagreed.

4. Intersex Public Hearing - Update on Report:

Mr. Arana reported that the Intersex Task Force members along with staff have been compiling information for the upcoming report and that the summaries of the transcription from the hearing are nearly completed. Letters were sent to the American Medical Association, the California Medical Association, the American Academy of Pediatrics, and the American Neurological Association; most of the letters returned from these organizations say that they do not have any official policy. Mr. Arana read a letter received from the American Urological Association (AUA) in which it says that there is an increased number of physicians who feel that holding off from reconstructive genital surgery is appropriate until the child is old enough to participate in the decision-making process. A team approach in treating these patients and informing them and/or their families in an objective fashion are the advantages and disadvantages of early reconstructive surgery vs. delaying reconstructive surgery. After three months, UCSF has not provided the information that has been requested. Mr. Arana hopes to have all the information ready by next month's Committee meeting to be presented to the full Commission in October. Mr. Mulcahey suggested sending the completed report to the AUA and other medical agencies on the cusp of being able to have policies.

5. Approval of Commission letter to Rutherford Publishing objecting to the inclusion of a column by Focus on the Family in the newsletter Total Wellness, which is distributed to some City employees and their families:

   Pending the Committee's approval, Mr. Arana reported that two draft letters will be presented for the Commission's approval expressing outrage that Total Wellness, a newsletter that is distributed to City employees, includes a column written by Dr. James Dobson, founder of Focus on the Family, an anti-gay organization. One letter would go to the Department of Health Services (DHS) and the other to Rutherford Publishing, publisher of Total Wellness. Mr. Arana reported that DHS has discontinued their subscription to the newsletter which they did prior to this discovery, but a letter will still be sent so that it goes on record. The letter to Rutherford Publishing will be indicating the inappropriateness of the column. Mr. Brinkin said that United Healthcare's Newsletter rather than Total Wellness will now be sent to City Plan member. Ms. Buchmann said that Total Wellness is still distributed to employees of the Occupational Health Division of DPH, at San Francisco General Hospital. Mr. Brinkin said that the letters will be presented for the Commission's approval at their September 9th meeting then copies will be given to the Committee. Mr. Schwichow moved to approve the letters; Ms. Frank seconded. The motion passed unanimously.

6. Issues Planning:

   September Panel: Crystal Meth

   LGBT Immigrant Issues

   Racism in the LGBT Communities

   Mr. Brinkin reminded the Committee members that next month's panel presentation will be on the issue of crystal meth use in the LGBT community. Mr. Mulcahey said the panel organizers will meet after this evening's meeting and that there are speakers he would like to invite. Mr. Brinkin asked that panel organizers contact staff so that confirming letters can be sent to the speakers. Panel organizers are Mr. Dwyer, Ms. Frank, Mr. Mulcahey, and Mr. Kotler.

Mr. Brinkin reminded the Committee that LGBT immigrant issues was identified as an issue they wanted to address, but the approach still hasn't been decided. He also reminded the Committee that because staff is limited in its resources, he advised against having a task force right away. He instead suggested a panel presentation on this topic then to figure out the salient issues that the Committee and Commission could be helpful with afterwards. At the next retreat, something more expansive could be discussed on how to fully deal with this issue. A panel presentation is suggested for February 2005 focusing on immigrants of color. Discussion ensued. It was agreed that this panel would be presented in February. Panel organizers are Ms. Balcazar, Ms. Buchmann, Mr. Chan, Mr. Kotler, Ms. Phoenix, Mr. Romero-Lozano, and Ms. Vancil.

Mr. Brinkin said that there wasn't a lot of time to discuss ideas to address the racism issue at the last meeting because of the presentation made regarding the Badlands issue. Mr. Brinkin suggested not focusing on the Bandlands issue because it is being addressed by staff. He suggested that the Committee address one or two aspects of this issue by sponsoring a community forum. Mr. Brinkin began the discussion by offering that the Committee revisit the recommendations in a report produced by the Commission in 1983 regarding racism in gay businesses, specifically bars. Discussion ensued on helping guide the task force. The task force will make recommendations as to whether to have a community forum, whether to focus on the Castro or some other aspect, and whether to plan an activity other than a community forum. Mr. Brinkin will schedule a meeting with the task force. The task force members are Ms. Balcazar (point person), Mr. Chan, Mr. Kirchoff, Ms. Lawlor, Ms. Nicholson, Ms. Phoenix, Ms. Thomas, and Ms. Vancil.

7. Commissioner's Report:

Commissioner Norman reported that Chapter 12D.A, the HRC's M/W/LBE ordinance, has been invalidated by a California Superior Court judge on the grounds that it violates Proposition 209. She read aloud portions of the court decision to the Committee. She reported that Supervisor Ammiano helped draft temporary emergency legislation, Chapter 14A, which states that a disadvantaged business enterprise program (DBE) and new rules and regulations will be implemented in place of the M/W/LBE program. All current contracts will remain certified and the emergency ordinance will be in place for 60 days. Mr. Brinkin added that there has been discussion about having this, and other programs, taken away from the HRC and given to other City departments.

8. Staff Report:

Mr. Brinkin reported that the two summer interns have finished their internship. He added that Melissa Barthelemey, a new fall intern, will be working at the HRC part-time for the fall semester, starting next week. Melissa is currently attending Golden Gate Law School and will be helping with discrimination complaints.

Mr. Brinkin reported that Supervisors Ammiano and Dufty are drafting new legislation to deal with the 4,000 same-sex marriages that were done in February and March. The legislation would create domestic partnerships out of the dissolved marriages for those who are interested. Interested couples would need to register as domestic partners and the change would be retroactive from the date of their marriage. Mr. Brinkin reported that the City has sued the State saying that the state marriage law is unconstitutional. He added that he and Cynthia Goldstein, on behalf of the HRC, are drafting a declaration saying how the City has consistently fought against discrimination.

Mr. Brinkin reported that the Senior Community Partnership received a grant through the Department of Aging and Adult Services to look at how senior services are being handled and how the clients are being served in four communities: the African-American, Asian-Pacific Islander, Latino, and LGBT communities.

Mr. Brinkin reported that 20 people have filed complaints or have offered statements in the Badlands case. He along with Yong Lee, will set up a mediation for the two parties in a few weeks.

Mr. Arana will lead four LGBT sensitivity training sessions for the Tax Collector's office.

9. Old/New Business:

No Old/New Business was discussed.

10. Announcements:

Ms. Vancil attended the Michigan Women's Festival and helped provide voter outreach. Ms. Thomas announced that the Youth Gender Project will have a Queer and Trans Date Auction, a fundraiser that will be held on Thursday, August 26, at the El Rio Bar. Fliers for the event were handed out to Committee members. Ms. Buchmann announced that the Service Employees International Union 790 is having a lavender caucus meeting at the union hall, on the 11th floor, in Fox Plaza tomorrow at 5:30 p.m. Pride at Work will be meeting afterwards. All are welcome to attend.

11. Adjournment:

The meeting was adjourned at 7:42 p.m.

City and County of San Francisco
Human Rights Commission

September 21, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

AGENDA

Date	Tuesday, September 21, 2004
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

DOCUMENTS DEPT.
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the

San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1. Call to Order and Roll Call
2. Approval of Minutes of August 17, 2004 (Action Item) 5 min.
3. Public Comments for Items Not on the Agenda 5 min.
4. Panel: Crystal Meth in the LGBT Communities 60 min.
5. Intersex Public Hearing – Update on Report 10 min.
6. Planning for October panel: Beyond the Binary 10 min.
7. Commissioner's Report 10 min.
8. Staff Report 10 min.
9. Old/New Business 5 min.
10. Announcements 5 min.
11. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

September 21, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the September 21, 2004 Meeting

Committee Members Present: Commissioner Cecilia Chung, Commissioner Pat Norman, Dora Balcazar, Sally Buchmann, David Cameron, Ben Chan, Julie Frank, Becky Freund, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Nancy Lawlor, Patrick Mulcahey, Ellise Nicholson, Ren Phoenix, Aleem Raja, Jorge Romero-Lozano, Stephen Schwichow, Brooklynne Thomas, Lauren Williams.

Committee Members Absent: Johnny Pratt (Excused), Morningstar Vancil (Excused)

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

Guests Present: Rob Amperand, Ray Dolan, Steve Harlow, Eli seMbessikwini, Steven Tierney.

1. **Call to Order and Roll Call:**

   Commissioner Norman called the meeting to order at 5:40 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of August 17, 2004:

   Aidan Kotler moved to approve the minutes as written. David Cameron seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   Eli seMbessikwini, a member of the Intersex Task Force, asked permission to film the October panel, Beyond the Sex and Gender Paradigm. There was no objection to this request.

4. Panel: Crystal Meth (CM) in the LGBT Communities:

   Patrick Mulcahey began with opening statements before introducing the panelists. (The panel was comprised of Steve Tierney, Director of HIV Prevention at DPH; Attorney Rob Amparand, a Board member from Positive Resources; Steve Harlow from New Leaf; and Ray Dolan, a recovering CM addict. Patrick perceived CM as a particular problem with homeless youth, that it is not being addressed as a crisis by providers, and that there is ambivalence in the LGBT communities. He read a statement from a CM user who discussed the troubles that CM use had caused in his life.

DOCUMENTS DEPT
JUN 2 8 2005
SAN FRANCISCO
PUBLIC LIBRARY

Steve Tierney discussed the difficulty in getting stories from addicts - out of 30 clients, only two stories were shared with him. According to a statement from "John" CM was only part of bigger economic problems - having sex and getting high are free. John uses CM for work and sex. He does not want to be seen as a "tweaker."

Rob Amparand stated that men who offered CM to friends are being prosecuted as dealers, and that he does not see this as the solution. He saw the rise of CM use among gay men corresponding with the decline of dot.com employment when self-esteem declined as well. Mr. Amparand described situations where men buy in bulk for friends and face charges for distribution. Police use fear to muster arrests, and many clients are incarcerated because their addictions caused them to miss important court dates. He recommended focusing on treatment instead of enforcement, and creating gay-focused residential treatment programs that do not demonize the addiction.

Steve Harlow is Director of Substance Abuse Services at New Leaf. He stated that the stories from addicts are similar. He identified loneliness, isolation, internalized homophobia, lack of social skills, early childhood trauma, high HIV+ prevalence, and other factors as major contributors to CM addiction among gay men. Mr. Harlow was uncertain of exact numbers in SF but pointed out that in NYC, 40% of gay men sampled admitted to having used CM at least once. He estimated that New Leaf receives more than 1,800 calls annually regarding CM addiction. He quoted 239 intakes last year, and stated that 21% drop out of treatment within 30 days. He stressed a need for gay-specific residential treatment programs.

Steve Tierney stated that CM was not a new drug but the problem was new to the community. Though an 18-month treatment program is proven most successful in addressing CM addiction, there are no such programs in California for youth, and none exists in SF for adults. He estimated that 12-13% of gay men in SF are CM addicts, or nearly 6,000 people in SF, though no research has been done in LB&T communities. Mr. Tierney stated his belief that the debate needs to change in the gay community that it is acceptable to use CM. He stated that there was a higher relapse rate than other drugs, and that use is more dangerous with youthful addicts.

Mr. Tierney stated that CM addiction among gay men has been prioritized by the Department of Public Health and that they have created an incentive program to get off CM addiction.

5. Intersex Public hearing - Update on Report:

Marcus Arana reported that the Task Force was editing the draft report, and was busy with working on the Findings and Recommendations. He estimated that the report will be presented to the LGBTAC on Tuesday, November 16, 2004.

6. Planning for October panel: Beyond the Binary:

David Cameron reported that he has invited three panelists and reminded the members that the meeting in October will be filmed by Eli seMbessikwini. They hope to use the tape as an educational tool.

7. Commissioner's Report:

Commissioner Norman reported that the last Commission meeting was very busy, with a great deal of anger and feedback from the public regarding the HRC's enforcement of its disadvantaged business and employment programs.

8. Staff Report:

Larry Brinkin reminded the members that the Racism Task Force will meet on Thursday, September 30, 2004 starting at 5:30 p.m. He also detailed his meeting with a delegation from Germany to follow-up on their conference in Berlin in June 2004. Mr. Brinkin also mentioned that the letter to Rutherford Publishing had not been approved by the Commissioners due to lack of quorum. Sally Buchmann reported that the August version of the Total Wellness newsletter did not have a column from James Dobson.

9. Old/New Business:

No Old/New Business was discussed.

10. Announcements:

Ren Phoenix announced that she's been in touch with the National Coalition for Sexual Freedom and is expecting some training materials from them to help her write a letter on sex-positive awareness. She also announced that the Folsom Street Fair will be held at the end of the month and the various events surrounding the weekend.

Commissioner Chung announced that a rally will be held at the LGBT Community Center called "Castro For Everyone" on Friday, October 1. A march will proceed from the Center to Harvey Milk Plaza. She then distributed fliers for an event, "An Evening With Friends", being held on Tuesday, September 28, at the LGBT Community Center.

David Cameron announced that a film based on the life on Mani Bruce Mitchell titled "Mani's Story: Yellow is for Hermaphrodites" will be shown on October 2, at 2:00 p.m. at the Koret Auditorium in the lower level of the S.F. Public Main Library.

Patrick Mulcahey announced that the Transcendence Gospel Choir will have a concert on Wednesday, October 6, at Most Holy Redeemer at 7:30 p.m.

Ted Guggenheim announced his new job with the LGBT Tobacco Education Partnership then distributed fliers for their open house/lunch event being held on Thursday, September 30, at the LGBT Community Center.

Aidan Kotler announced that Genderblast will be held on Saturday, November 20 and that the deadline to submit workshop proposals for the event is October 20.

11. Adjournment:

The meeting was adjourned at 7:45 p.m.

City and County of San Francisco
Human Rights Commission

October 19, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

AGENDA

Date	Tuesday, October 19, 2004
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

DOCUMENTS DEPT.
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1. Call to Order and Roll Call
2. Approval of Minutes of September 21, 2004 (Action Item) 5 min.
3. Public Comments for Items Not on the Agenda 5 min.
4. Panel: Beyond the Sex and Gender Binary 60 min.
5. Intersex Public Hearing – Update on Report 10 min.
6. Approval of letter to Dr. Mitchell Katz encouraging cancelation of Total Wellness subscription 10 min. (Action Item)
7. Commissioner's Report 10 min.
8. Staff Report 10 min.
9. Old/New Business 5 min.
10. Announcements 5 min.
11. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

October 19, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the October 19, 2004 Meeting

Committee Members Present: Dora Balcazar, Sally Buchmann, David Cameron, Ben Chan, Julie Frank, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Patrick Mulcahey, Ren Phoenix, Aleem Raja, Jorge Romero-Lozano, Stephen Schwichow, Brooklynne Thomas, Morningstar Vancil.

Committee Members Absent: Commissioner Cecilia Chung (excused), Commissioner Pat Norman, Becky Freund (excused), Nancy Lawlor (excused), Ellise Nicholson, Brooklynne Thomas (excused), Lauren Williams.

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

Guests Present: Ben Lunine, Eli seMbessikwini, Heidi Misken, Mani Bruce Mitchell, Sunny Nordmarken, Joan Roughgarden, Pete Tannen.

DOCUMENTS DEPT
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

Call to Order and Roll Call:

Julie Frank called the meeting to order at 5:38 p.m. Mr. Brinkin called the roll.

1. Approval of Minutes of September 21, 2004:

   Mr. Mulcahey and Mr. Kotler advised that Steve Tierney's correct title is Director of Substance Abuse Services.

   Mr. Schwichow moved to approve the minutes as amended. Mr. Guggenheim seconded. The motion passed unanimously.

2. Public Comments for Items Not on the Agenda:

   There were none.

3. Panel: Beyond the Sex and Gender Binary:

   David Cameron introduced the issue and noted that he added the words "sex" and "gender" because it was the two-sex, two-gender binary system that we all seem to live in, particularly in western culture. He added that he hopes that along with the three panel speakers, the Committee could examine diversity in nature and in humans and the spectrum of anatomy that exists in nature and what that would really say about gender and sexual orientation. He pointed out that President Bush's Federal Marriage Amendment, which says that marriage is

only between a man and a woman, affects not only gay and lesbian people, but also trans people and people with intersex anatomies. He then read a quote from Bnakti Ananda Goswami, a Catholic priest, who had submitted written testimony for the intersex public hearing. He concluded saying that the panel isn't just about marriage; it's about the existence of difference within the western.

Dr. Joan Roughgarden is the author of the book, "Evolution's Rainbow", which addresses the diversity in gender and sexuality in nature and people. She mentioned that there are three items she wants to address: 1) the myth of the binary, 2) the connection between the transgender and the intersex experience, and 3) a recommendation.

Dr. Roughgarden says that she is familiar with only one binary that, from a biological perspective, is the size of a gamete. Gametes are the two cells, namely the egg and the sperm, that unite in order to create a fertilized egg. In her opinion, biologists have made one of their biggest mistakes by extending that binary to the whole body. She gave examples in which the binary does not extend beyond the gamete level, including nothing the sex and gender variance found in animals and the ways the gender of animals is determined. She added that there is a manifestation of diversity present throughout mammals as a whole which shows that we do not have a binary, or a binary that isn't well defined. Laws that separate everything into two categories, male and female, would not work if they applied to animals.

Dr. Roughgarden says that, anthropologically, in many societies trans and intersex people are lumped together in the same social category. Gorin, an endocrinologist from Holland, believes that there is a binary defined at the body and brain levels and claimed that MTFs were born with female brains and FTMs are born with male brains. She said that she's not comfortable with this idea because, in society, trans people are not taken seriously enough and have to agitate to have access to medical technology; whereas intersex people are taken too seriously, having medical technology thrust upon them without consent. Putting the two in the same category tends to cover up those fundamental differences in life experiences.

Lastly, Dr. Roughgarden recommended that as a condition for pediatricians, gender therapists, and psychologists to receive their licenses to practice in the city, they receive training in diversity in zoology and human diversity. Medical students aren't receiving any training in the diversity of vertebrates or invertebrates so they are not qualified to evaluate what is normal because they haven't seen a population of orders that has actually occurred in nature. This is due partly to science being viewed as an old-fashioned subject. Psychologists need to receive this training so that they understand how difficult it is to classify a person at all.

Mani Bruce Mitchell was born in 1953 in New Zealand. Upon her birth, she was legally classified as male, but after some research, she found out that the court register had indicated that her sex was indeterminate. The first year of her life, as a male child, she went by the name "Bruce", then had surgery and it was discovered that she had a uterus after which she was classified as a girl. She added that the rural community she grew up in held an emergency meeting to figure out what they should do upon making this discovery. They decided that the best thing to do is to pretend that she had always been a girl all along and not to talk to her parents about it.

Ms. Mitchell's journey began when first coming to the Bay Area as part of an

international team during the Loma Prieta earthquake. An incident occurred that broke down the walls of secrecy and she began to seek help. She worked with a doctor in New Zealand who was trained by Elizabeth Kubler-Ross and helped her get to where she is today.

Ms. Mitchell asked the Committee to stand up for people who do not identify with the binary. People who don't have a sense of self or the ability to speak up for themselves are highly at risk. She also requested that more training on human rights be provided, not just training on diversity or intersex issues.

Heidi Miskin is currently working on her Masters at California New College. For her thesis project, she organized a community called Fluid that includes people who do not fit into conventional categories such as race, ethnicity, age, class, ability, attractiveness, and every other category of structure and social order. Fluid embraces the idea that sex, gender, and sexual orientation run along continuums and even outside of these continuums. One of the core principles of Fluid is that sex, gender, and sexual orientation can be fluid and can change over time. Fluid members identify as either bisexual, queer, gender queer, pansexual, androgynous, intersex, bi-gendered, metamorphasexual, homoflexible, heteroflexible, asexual, fluid, and some have rejected labels entirely. Fluid allies with those exploring their sex, gender, and sexuality, and those who are curious are also welcomed. Fluid helps people understand, contextualize, and come to terms with their feelings, experiences, and identities by providing a safe space to talk from within a community of people who can accept, understand, and support them for who they are.

Ms. Miskin said that the gender continuum model is somewhat inadequate because it asserts that everyone is either a man, a woman, or something in between.This doesn't take into account genders that are completely outside of that dichotomy. Also the gender continuum model suggests that gender is linear; if someone is 43% woman, they are also 57% man. Fluid members prefer the idea of a "gender galaxy" model that indicates a variety of points of existence without any linear or dichotomous slant.

Panelists entertained questions.

4. Intersex Public Hearing - Update on Report:

Mr. Arana reported that he will provide draft copies of the report for Committee members for next month's meeting. He said that the task force has been working hard on writing findings and recommendations and that a clear picture has been emerging: Adults who had endured surgeries reported of their dissatisfaction with the medical procedures performed on them. The challenge now is for the task force to represent every point of view. The task force meets each Wednesday afternoon at 5:30 p.m.

Mr. Brinkin reported that the panel presentation that was scheduled for the November meeting will be held in March 2005 so that more time can be dedicated to discussing the report.

5. Approval of letter to Dr. Mitchell Katz encouraging cancellation of Total Wellness subscription (Action Item):

Mr. Brinkin said that the original letter was to be sent to Rutherford Publishing Co., but the Commission did not pass it. He added that the Total Wellness newsletter was no longer being distributed to City Plan members because the

City Plan has a new newsletter that it sends out instead. However the Total Wellness newsletter is still being given to emoloyees of Occupational Health. Mr. Brinkin suggested that the letter should be sent to Dr. Mitch Katz, Director of DPH, to consider distributing another publication such as the one provided by the City Plan. The letter explains why a column written by James Dodson, founder of Focus On the Family, is inappropriate. He said that Mr. Arana had researched Rutherford Publishing Co. and found that they mostly publish right-wing, fundamentalist periodicals and books and that they clearly are a company that believes in "traditional values". A blank space was left in the draft letter to include the name of the new newsletter. Rutherford Publishing Co. will be sent a copy of the letter which will suggest that they mention LGBT health issues in their newsletter and to include graphics that aren't totally heterosexual in nature.

Mr. Mulcahey moved to pass the letter as amended. Ms. Buchmann seconded. The motion passed unanimously.

6. Commissioners Report:

Ms. Frank mentioned that from a conversation Mr. Brinkin had with Commissioner Chung that a recruitment process committee be formed to examine the Committee's recruitment processes. Mr. Brinkin said that Committee members requested this in the early part of the year because the process has been unclear. Mr. Brinkin said that the committee would take a look at the current process and make recommendations to make it run smoother. Committee members recommended are Ellise Nicholson, Jorge Romero-Lozano, and Stephen Schwichow. The recruitment committee will be named in November.

7. Staff Report:

Mr. Brinkin announced that two out of nine people who signed up to work on the Anti-Racism Task Force showed up at the September 30, 2004 meeting that was staffed by Yong Lee. Mr. Brinkin reminded the Committee that if people do not show up to attend task force meetings, we would not work on that topic due to lack of interest and resources. He suggested that this item be revisited at the next retreat. Mr. Kotler suggested that this item be agendized at next month's meeting.

Mr. Brinkin reported that he attended the quarterly meeting of the California Association of Human Relations Organizations in Burbank, CA on October 15. He said that other human relations organizations around the state are suffering, much like San Francisco's, due to budget cuts and lack of support.

Mr. Brinkin reported that Hadas Rivera-Weiss gave a report on the mediation process at the last Commission meeting.

Mr. Brinkin reported that Mr. Arana has been providing transgender sensitivity training sessions at various City police stations as part of the rolling out of the transgender protocols. Mr. Arana provided trainings to police management staff and that all cops are now being trained. Mr. Arana has also been helping City College of San Francisco develop its own transgender protocols due to numerous reports of discrimination against transgender students.

Mr. Brinkin reported that the New York City Council passed an equal benefits ordinance (EBO) that is set to take effect next week; however, Mayor Bloomberg vetoed it. After the New York City Council overrode his veto, Mayor Bloomberg sued

to get an injunction to stop the program, but the court ruled against the Mayor who says that he will not enforce it. The Council is suing the Mayor and is asking the court to order him to enforce the ordinance. Cynthia Goldstein of staff worked with New York's City Council attorneys on developing their EBO and may be called upon to provide a declaration regarding San Francisco's EBO and she possibly will testify in court in New York.

Mr. Brinkin reported that Ms. Goldstein also is helping Oakland's Deputy City Attorneys implement their EBO.

9. Old/New Business:

No Old/New Business was discussed.

10. Announcements:

Mr. Arana announced that Intersex Awareness Day is on Tuesday, October 26. The San Francisco Board of Supervisors will be passing a resolution commending the HRC and the Intersex Task Force for their work on that day. Assemblyman Mark Leno will issue a certificate containing similar language. Mr. Arana will send out an announcement to the Committee.

Morningstar Vancil informed the Committee that October is Breast Cancer Awareness month. She announced that she will be participating in a fashion show at the Bay Area Women of Color BDSM Photo Project Photo Exhibition on Friday, October 29. Informational flyers were distributed.

Aidan Kotler announced that workshop proposals are due on October 20 for Genderblast, a conference for transgender variant or questioning youth - 25 years and under - and their allies. The conference is on November 20th at Everett Middle School, 450 Church Street. He also announced that there will be a memorial service for Wilie Walker, founder of the LGBT Historical Society, in the afternoon of Saturday, October 23, at 657 Mission Street.

Mr. Brinkin thanked Ms. Frank for doing a great job in chairing this evening's meeting!

11. Adjournment:

The meeting was adjourned at 7:22 p.m.

November 16, 2004

City and County of San Francisco
Human Rights Commission

November 16, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

AGENDA

Date	Tuesday, November 16, 2004
Time	5:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

DOCUMENTS DEPT.
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1. Call to Order and Roll Call
2. Approval of Minutes of October 19, 2004 (Action Item)
3. Public Comments for Items Not on the Agenda
4. Approval of Public Hearing Report on Intersex Issues (Action Item)
5. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

November 16, 2004

City and County of San Francisco
Human Rights Commission

November 16, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the November 16, 2004 Meeting

Committee Members Present: Commissioner Cecilia Chung, Commissioner Pat Norman, Dora Balcazar, Sally Buchmann, David Cameron, Ben Chan, Julie Frank, Becky Freund, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Patrick Mulcahey, Ren Phoenix, Aleem Raja, Jorge Romero-Lozano, Stephen Schwichow, Brooklynne Thomas, Morningstar Vancil.

Committee Members Absent: Ellise Nicholson (excused).

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

DOCUMENTS DEPT
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

Guests Present: Blue, Melchor Bustamante, Nancy Lawlor, Ben Lunine, Lauren Williams.

1. **Call to Order and Roll Call:**

   Commissioner Chung called the meeting to order at 5:30 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of October 19, 2004:

   Commissioner Chung moved to approve the minutes as amended. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   Mr. Cameron expressed his concern regarding transgender marriage panel for January because there wouldn't be a Committee meeting next month and that there has only been one panelist scheduled to attend and would like to have one or two more people. Ms. Thomas is the point person for the panel organizers. Mr. Brinkin said that the point person should be in charge, but he should go ahead and make the necessary arrangements. Ms. Thomas said that she feels fine with other panel organizers making arrangements.

4. Approval of Public Hearing Report on Intersex Issues (Action Item):

   Mr. Schwichow motioned to accept the report based on its content. Ms. Phoenix seconded, then withdrew her second. Commissioner Norman then seconded.

Discussion ensued.

Commissioner Chung said that the Commission has been waiting for the report and she wants to present it to them at the December 9 meeting. Since there isn't a Committee meeting scheduled for December, the next Committee meeting is scheduled for January 2005 and the report cannot then be presented to the Commission until February. She would like a commitment from the task force that the report will be ready to be presented between now and January.

After a discussion in which Blue said she had several changes to recommend, and debate about whether to delay adoption of the report, the question was called for. Those who voted in favor of the motion: Commissioner Norman, Mr. Schwichow, and Mr. Mulcahey. Everyone else who was present voted against the motion. The motion failed.

Mr. Brinkin suggested that the report be sent back to the task force and that task force members attend meetings to go through report page by page and discuss the contents until there is consensus.

Mr. Raja suggested that the task force members attend one or two additional meetings before the January 18, 2005 meeting and that they present their concerns with the report in writing and to have them circulated in advance. Someone who knows how to do consensus should facilitate the meeting so that it doesn't just generate arguments and debates. He added that it should be a 2-4 hour conversation. The Committee agreed to this plan for a vote.

Mr. Brinkin asked for a commitment by the task force to have the report ready for a vote by the next Committee meeting on January 18.

5. Adjournment:

The meeting was adjourned at 7:09 p.m.

December 21, 2004

City and County of San Francisco
Human Rights Commission

December 21, 2004

Lesbian Gay Bisexual Transgender Advisory Committee

AGENDA

Date	Tuesday, December 21, 2004
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

F
8045
1
2/21/04
cancelled

DOCUMENTS DEPT.
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

*** CANCELLED ***

This is a reminder that the regular meeting of the Lesbian Gay Bisexual Transgender Advisory Committee

has been cancelled.

NEXT MEETING DATE: Tuesday, January 18, 2005

TIME: 5:30 - 7:30 PM

LOCATION: 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

Therese Cason

From: Government Information
Sent: Tuesday, January 18, 2005 11:28 AM
To: Therese Cason
Subject: FW: Human Rights Commission LGBT Advisory Committee Meeting Agenda

Subject: Human Rights Commission LGBT Advisory Committee Meeting Agenda

Lesbian Gay Bisexual Transgender Advisory Committee

DOCUMENTS DEPT
JAN 18 2005
SAN FRANCISCO
PUBLIC LIBRARY
01-18-05P02:15 RCVD

A G E N D A

Date	Tuesday, January 18, 2005
Time	5:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of

the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1. Call to Order and Roll Call

2. Approval of Minutes of November 16, 2004 (Action Item)
   5 MIN.

3. Public Comments for Items Not on the Agenda
   10 MIN.

4. Panel: Transgender Marriage
   45 MIN.

5. Approval of Public Hearing Report on Intersex Issues (Action Item)
   40 MIN.

6. Report on Recruitment of New Members
   5 MIN.

7. Commissioner Report
   5 MIN.

8. Staff Report
   5 MIN.

9. Announcements
   5 MIN.

10. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

January 18, 2005

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the January 18, 2005 Meeting

Committee Members Present: Commissioner Cecilia Chung, Commissioner Pat Norman, Dora Balcazar, David Cameron, Ben Chan, Julie Frank, Becky Freund, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Patrick Mulcahey, Ren Phoenix, Aleem Raja, Jorge Romero-Lozano, Stephen Schwichow, Brooklynne Thomas, Morningstar Vancil.

DOCUMENTS DEPT.
JAN 17 2006
SAN FRANCISCO PUBLIC LIBRARY

Committee Members Absent: Sally Buchmann, Ellise Nicholson (excused).

Staff Present: Larry Brinkin, Domenic Viterbo.

Guests Present: Chris Daley, Nancy Lawlor, Ben Lunine, Eli seMbessikwini, Briana Morgan, Peter Trinkl, Doug Wolff.

1. **Call to Order and Roll Call:**

   Commissioner Norman called the meeting to order at 5:35 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of November 16, 2004:

   Commissioner Chung moved to approve the minutes as written. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   There were no public comments.

4. Panel: Transgender Marriage

   Ms. Thomas introduced Chris Daley of the Transgender Law Center and Briana Morgan who will be discussing the legal aspects of transgender marriage. Ms. Morgan, who finished law school in May, is a clerk for a federal district court judge in Sacramento.

   Ms. Morgan had done her note in law school on transgender marriage case law and gave an update on the political issues. She found that case law was completely ignoring gay marriage but transsexual marriage was being dealt with. She hoped to come up with a tool to help courts define sex, the issue

with which the courts are grappling. She cited a case from the 70s in England called *Corbett* in which people were trying to change their birth certificates and a case called *M.T.* in New Jersey which dealt with transsexual marriage. These cases were seen as 'sex cases'; not sex by gender but rather how they were having sex. In *Corbett*, the court said that sex was about having babies and that a person with a reassigned sex cannot have a baby in the 'natural' way so they're being defined the way you're supposed to have babies. The liberal courts talked about how you would naturally have sex, who you want to have sex with. These cases dealt with post-op transsexuals. The law defines sex one way and that is by biology and this is the still true to this day. They don't consider the mental sex of the individual, who you are inside, which is very biological; they think of chromosomes, gonads, genitalia.

Ms. Morgan cited the oft-used dictum that "marriage is a relationship that depends on sex and not gender." The courts haven't taken the time to decide what those two things are and how they're different. In the *M.T.* case, they focused more on the physical aspects of what you can and can't do and said that a transsexual is "physically and psychologically unified and fully capable of sexual activity with their reconciled sexual attributes of gender and anatomy." This looks at the roles of sexuality in marriage.

Ms. Morgan cited an article written by a professor, Julie Greenberg, for the Arizona Law Review called "Defining Male and Female: Intersexuality and the Collision Between Law & Biology", 1999. This is the first time that any legal scholarship discusses how a court can define sex. Greenberg she said that sex was defined by using biology which doesn't work for millions of people. She explained that many people in the world are intersex and that not everyone's sexual characteristics are congruent. This was the first time that anyone said that sex was not binary; the great thing is that cases started citing this. There is now a legal authority saying that sex is not what we thought it was. Greenberg wrote that the law should not continue to force intersexuals farther into the deepest recesses of their closet by failing to acknowledge their existence and their self-identity.

Mr. Daley said that when talking about marriage, the big issue in terms of creating a legalized relationship in California, is that you can enter into a marriage with someone of the opposite sex, or enter into a domestic partnership. If both partners are under 62 years of age, the domestic partnership has to be same-sex. Both of these types of relationships are premised on the idea that the state determines what your legal sex is and that there are only two sexes. People who identify outside of that spectrum have to portray their lives in such a way that they fit into a box which doesn't fit them.

Mr. Daley added that in a pre-transition marriage, an opposite-sex couple gets married, but one partner transitions, and now they're a same-sex couple. They have a valid marriage license, are still the same two people, but the question becomes whether that couple is still married. He added that TLC's position on this is that when a marriage license is issued, that's when you look at the state of the couple. But the problem is that same-sex couples, when they're trying to assert their marital rights hit all kinds of barriers.

A post-transition marriage is when an individual has transitioned and has married based on their gender identity rather than on their birth-identified gender. These types of marriages are more common. Mr. Daley cited a case of a trans father who risked losing custody of his two children because his ex-spouse is saying he's a woman and that two women can't get married in Florida. The trial court said that he's a man and that he can maintain custody

of his children; however, the appellate court reversed, a decision meant to enforce a ban on same-sex marriage.

5. Approval of Public Hearing Report on Intersex Issues (Action Item):

Mr. Cameron said that the word "hormones" found in the Findings and Recommendations section of the report should say "sex hormones." He also feels that the definition of Kleinfelder's Syndrome wasn't defined enough. Eli seMbessikwini asked that the introduction to the report indicate that the hearing was about not only normalization but was more broadly on social, political, and ethical issues related to intersex people.

It was moved and seconded to recommend the report to the Commission; the motion passed unanimously.

Commissioner Norman thanked Mr. Raja for his leadership in assisting the Committee in coming to consensus regarding the report.

Mr. Brinkin recommended that Committee members come to the Commission meeting on January 27 prepared to discuss the report and to answer the Commissioners' concerns.

6. Report on Recruitment of New Members:

Mr. Brinkin reported that the deadline to receive application letters from prospective new members was last Thursday and that ten applications were received. He isn't sure on the diversity of the applicants, but all will be interviewed. The recruitment committee consisting of Commissioner Chung, Ms. Nicholson, Mr. Romero-Lozano, Mr. Schwichow, and Mr. Brinkin will conduct the interviews on Tuesday, February 1 then make recommendations.

7. Commissioner Report:

Commissioner Norman reported that the resolution in memory of Scott Campbell, which was passed last July, was presented at the last Commission meeting to Steve Spanjers, Scott's partner. Mr. Mulcahey and Mr. Viterbo shared some memories of Mr. Campbell.

Commissioner Norman asked the Committee to start thinking now about participating in this year's Lesbian Gay Bisexual Transgender Intersex Celebration and Parade in order to bring people's attention back to human rights. She also reported that Thursday, January 20, is National "Not A Damn Dime" Day, a national boycott coinciding with President Bush's second inauguration. She added that there will be a non-partisan demonstration that same day. She asked if there can be more of a presence of the advisory committee at Commission meetings on a regular basis to add a voice to issues raised affecting the LGBT community.

8. Staff Report:

Mr. Brinkin reported on the HRC's unknown future due to the possible relocation of its Disadvantaged Business Enterprise ("DBE") program. Because of AB 209, which prohibits government agencies' race- and sex-based contracting programs, a lawsuit against the HRC's Minority/Women/Local Business Enterprise ("MWLBE") program was filed, and the Court ruled that the program was unconstitutional. Because of this, the program was halted and became the DBE. This means that businesses under a certain

dollar threshold of profit can qualify for the same bid discounts that MWLBE businesses qualify for. Some City officials and others feel that because the DBE is a small business program, it should be relocated to the Office of Contract Administration ("OCA") or allow City departments to do their own contract compliance. If this happens, Women and Minority businesses would suffer; HRC staff has the expertise, experience, passion and commitment to ensure that they would still have a chance at being awarded contracts. He added the Equal Benefits program is in danger of being relocated to OCA as well. If the programs are moved to OCA, job positions may be eliminated from the HRC which would also affect the LGBT & HIV Division. He hopes that the Board of Supervisors will pass an ordinance to save the Commission's programs. Mr. Brinkin will provide talking points that will be given to Committee members to provide input in helping save the HRC's contract programs.

Mr. Brinkin reported that he had met with Martin Meeker, formerly with the LGBT History Project who currently works at U.C. Berkeley's Oral History Program. Mr. Meeker has started chronicling the history of the HRC and wants to create a report that may turn into a book. He is starting with the LGBT piece because he is writing a paper in April. Mr. Meeker is teaching a course on how cities can help promulgate civil rights and the HRC will be the centerpiece.

9. Old/New Business:

No Old/New Business was discussed.

10. Announcements:

Ms. Thomas announced that Youth Gender Project hosts a monthly open mike for trans youth the third Friday of each month. The next event will take place this Friday, January 21, at the 3 Dollar Bill Café at the LGBT Center.

Ben Lunine announced that he's in his last semester of law school at New College and his last school project is looking for transgender clients who are seeking to legally change their name and/or gender free of charge. Any interested individuals can contact him at benlunine@yahoo.com.

Commissioner Norman announced that a swearing in of new or reappointed commissioners (herself included) will take place this Friday, January 21, at City Hall in the Mayor's Office, at 5:00 p.m. Committee members are invited to attend.

Commissioner Chung announced that the API Wellness Center, Trikone, and the Interfaith Counsel are sponsoring a vigil for the tsunami disaster on Tuesday, February 1, from 5:30 – 6:30 in front of City Hall (Polk Street side).

11. **Adjournment:**

The meeting was adjourned at 7:34 p.m.

February 15, 2005

City and County of San Francisco
Human Rights Commission

February 15, 2005

Lesbian Gay Bisexual Transgender Advisory Committee

AGENDA

Date	Tuesday, February 15, 2005
Time	5:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

DOCUMENTS DEPT.
JUN 28 2005
SAN FRANCISCO
PUBLIC LIBRARY

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1. Call to order and roll call
2. Approval of minutes of January 18, 2005 (action item) 5 MIN.
3. Public comments for items not on the agenda 5 MIN.
4. Panel: LGBT Immigration Issues 60 MIN.
5. Approval of recommendations for new members (action item) 15 MIN.
6. Approval of recommendation to Commissioners to change the committee name to "Lesbian Gay Bisexual Transgender Intersex Advisory Committee" (action item) 10 MIN.
7. Planning for annual retreat 10 MIN.
8. Commissioner Report 5 MIN.
9. Staff Report 5 MIN.
10. Old/New Business 5 MIN.
11. Announcements
12. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

February 15, 2005

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the February 15, 2005 Meeting

DOCUMENTS DEPT.
JAN 17 2006
SAN FRANCISCO
PUBLIC LIBRARY

Committee Members Present: Commissioner Cecilia Chung, Dora Balcazar, Sally Buchmann, David Cameron, Ben Chan, Becky Freund, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Patrick Mulcahey, Ren Phoenix, Aleem Raja, Jorge Romero-Lozano, Stephen Schwichow, Morningstar Vancil.

Committee Members Absent: Commissioner Pat Norman (excused), Julie Frank (excused), Ellise Nicholson.

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

Guests Present: M. Abdullah, Dusty Araujo, Jose P. Boer, Nancy Lawlor, Michael Mallory.

2. Call to Order and Roll Call:

   Commissioner Chung called the meeting to order at 5:40 p.m. Mr. Brinkin called the roll.

3. Approval of Minutes of January 18, 2005:

   Commissioner Chung moved to approve the minutes as written. Mr. Cameron seconded. The motion passed unanimously.

4. Public Comments for Items Not on the Agenda:

   No comments were made.

5. Panel: LGBT Immigration Issues:

   Mr. Chan introduced the panel and said that the presentation will cover social discrimination, legal issues, and health issues and how they impact LGBT immigrants.

   The first speaker, Dusty Araujo, is with the International Gay and Lesbian Human Rights Commission. He provided the Committee with the legal term for a refugee which is "an individual who is unable or unwilling to return to his/her country because of persecution, or well founded fear of persecution, on

account of race, religion, nationality, political opinion, or if they're a member of a particular social group." He then proceeded to describe the many obstacles LGBT immigrants face when applying for asylum based on sexual orientation. He said that asylum is only granted to persons who face persecution by their country's government or if the government is not willing or is unable to control the persecution against them; however the persecution must be countrywide. Granting asylum is a discretionary measure; the person listening to an asylum case has the ability to grant or deny based on their discretion. However, this system which the United States is currently using is not a fair, easy, or consistent system. Mr. Araujo described persecution as assassination, mental or physical torture, sexual violence including rape, false arrests or imprisonment, beatings, and blackmail. Certain countries may apply other laws to persecute an individual in the absence of laws against sexual orientation such as hooliganism or vagrancy. Also the sentences handed down may be totally disproportionate to the actions. An individual seeking asylum based on sexual orientation would find it difficult if they have not faced persecution in their homeland as opposed to someone who has. The first case of asylum granted based on sexual orientation was in 1986. The Board of Immigration Appeals ratified the decision in 1990, and it wasn't until 1994 that asylum based on sexual orientation was officially permitted. Other countries since then had begun allowing asylum based on sexual orientation as well. People with HIV seeking asylum also face similar hurdles; a country may not be able to provide medication to those with HIV - which is not considered discrimination - but the government may choose to not provide medication which can be viewed as persecution. In 1997 there was a huge immigration reform that had a big impact on asylum based on sexual orientation in which small offences committed have became felonies. This change has affected immigrants with green cards. Mr. Araujo added that when immigrants file for asylum based on religion or political opinion they'll have tremendous community support, but when one files based on sexual orientation, there aren't many places to turn to because immigration in the LGBT community is not considered a priority issue. He provided the Committee members with informational brochures on his organization.

Mr. Chan reported on the impact of immigration on immigrants' health. He presented stories of several gay immigrants with HIV to the Committee.

Jose P. Boer is an immigrant from Mexico. He immigrated to the U.S. hoping for a better life after being rejected by his family and persecuted by the police. He also had a partner who had passed from HIV. Mr. Boer's family had rejected him because of his HIV status. He later met a woman whom he married believing that he had only nine months to live. He then applied for citizenship, but was rejected because he was gay. He was harassed and pressured by the INS. They also threatened to take his wife's citizenship away if they didn't tell the truth of their relationship. So when he lost his case, he appealed and tried to get political asylum. The INS questioned the validity of his marriage and his sexual orientation. His case will be heard on February 17 by the 9th Circuit Court of Appeals and is his last chance to stay in the U.S.

Commissioner Chung asked Mr. Brinkin if a letter could be written on Mr. Boer's behalf. Mr. Brinkin asked Mr. Boer to have his attorney contact him to see if a letter from the Commission would be helpful.

Ms. Vancil shared her experience of being an immigrant from the Philippines in 1984. While serving in the Philippine military under the Marcos regime which was entering into civil war, she made the decision to file for political asylum in the U.S. In order to become a refugee, she lived with her stepfather, a U.S.

citizen, who needed to be responsible for her for the first five years in the U.S. During her first five years, her stepfather warned her that if there was any inclination of her being a lesbian, he would turn her in to the INS and, thus, she was forced to hide her sexual orientation. Also during those five years, she attended the police academy in Colorado and became a police officer. There, too, she had to conceal her sexual orientation in fear of losing her job. After her five years were over, she moved to San Francisco in order to come out. After coming out, her family turned their backs on her because of their religious beliefs. Also prior to coming to the U.S., she had a wife of 10 years in the Philippines with whom she adopted a child. She tried for three years to get her to come to the U.S., but was not able to. When trying to become a U.S. citizen, among the many questions asked of her, every other question asked of her was why she was not married.

Ms. Phoenix distributed handouts with stories of other LGBT immigrants.

Ms. Balcazar spoke about the social discrimination LGBT immigrants face and how they feel about being discriminated against. She reported speaking to a number of gay Latino immigrants, who 1) feel ignored when out in a social setting, such as in a bar; 2) feel that they're viewed as exotic; 3) and who cannot develop long-term relationships with Caucasians. Her findings prove the lack of sensitivity and understanding of the cultures of LGBT immigrants. She reported that Latino LGBT immigrants have few role models who are not born in the U.S. and that most Latino role models from the U.S. tend to have Caucasian characteristics. Also, the lives of LGBT immigrants are complex in that they often don't have family or community; they feel they cannot go back to their country because of the country's religious beliefs, mainly Catholicism. Not only has she gathered stories of the LGBT people she has spoken to, but also to parents of LGBT people and the discrimination they also feel. She had a number of recommendations: 1) don't assume that people who have accents, who were not born in this country, don't have rights; 2) Latino people had populated this country long before the Europeans so don't assume that U.S. land belongs to only those who were born here; 3) to be more sensitive to immigrants and respectful of their culture; 4) to ask the mainstream media to stop stereotyping minorities (e.g. ads for Taco Bell).

6. Approval of recommendations for new members:

Mr. Romero-Lozano moved to recommend five new members to the Commission. Mr. Schwichow seconded. The motion passed, with two No votes (Mr. Kirchoff and Ms. Vancil) and one abstention (Mr. Raja) due to being friends with one of the applicants. Mr. Brinkin suggested that the Committee discuss better outreach methods for next year's recruitment at the annual retreat. Mr. Brinkin pointed out that he will email the Chair of the Commission with the applicants' information so that he can appoint them. The new Committee members are Whitney Bagby, Cindy Dubuque, Rebecca Rolfe, Jason Stein, and Meredith Wood. Mr. Brinkin added that the Recruitment Committee wants to recommend that Nancy Lawlor be reappointed to the Committee.

7. Approval of recommendation to Commissioners to change the committee name to "Lesbian Gay Bisexual Transgender Intersex Advisory Committee" (action item):

Mr. Cameron said that since the Committee has had some education about intersex issues and since the Committee is predominantly about sexual orientation and sexual identity, it's important to add a reference to sexual anatomy to the Committee's name. He feels that if Intersex is added, it would

be an opportune time to educate people on the issues. He said that though other LGBT organizations around the country have started adding the word "Intersex" to their names, he isn't certain if those organizations are actually educated on intersex issues. Since the Committee has educated itself on intersex issues, he feels that it should have the word added then continue to educate the public on what it means.

Mr. Cameron moved to recommend that the Commissioners add the word "intersex" to the name of the LGBT Advisory Committee. Mr. Schwichow seconded. However, after discussing the pros and cons of the word's inclusion, Commissioner Chung suggested that the Committee table this issue until next month's meeting so as to include the five new Committee members. There was Committee consensus to do so. The item will be placed on the March agenda as an action item.

8. Planning for annual retreat:

Mr. Brinkin reminded the Committee of an email asking each member his/her availability for several proposed days for the retreat. The proposed dates are March 19, April 2, April 16, April 30, or May 7, all of which are Saturdays. Because not all members have responded to the email, Mr. Brinkin asked those Committee members present who hadn't responded to the email to advise their availability.

Mr. Brinkin added that a retreat planning committee needs to be appointed in order to plan the agenda. Committee members who are interested in being part of it need to email Mr. Viterbo. The Committee unanimously chose to have lunch ordered and delivered. A restaurant will be selected then announced.

9. Commissioners' Report:

Commissioner Chung has tabled this item for next month's meeting.

10. Staff Report:

Mr. Brinkin reported that Dr. Larry Baskin, whose comments were summarized in the Intersex Public Hearing Report, wrote to the Mayor asking to provide more balance to the report and to correct what he saw were some errors about what he and his office does. He also wants to give the Commission an opportunity to hear from intersex people who've had successful outcomes. The Mayor's Office had asked staff to accommodate his request. Dr. Baskin will be given an opportunity to submit information that he'd like to have included into the report. He also will be invited to have intersex people get in touch with staff to invite them to speak at the Commissioners' March 10 meeting or to submit written testimony or speak with Mr. Arana if they cannot attend. The inclusion of this information means a delay of the completion of the report since the Commissioners will have to approve of any changes.

Commissioner Chung said that an updated version of the draft report will be sent to the Mayor's Office so that they can have an opportunity to review. Mr. Brinkin said that a chronology of all the solicitations made to Dr. Baskin was sent to the Mayor's Office so that they understand that we did try to get testimony.

Mr. Brinkin said that talking points regarding the relocation of the HRC's Disadvantaged Business Enterprise program will be provided to the Committee soon. He said that folks may be needed to speak when legislation is introduced and the

Board of Supervisors has a hearing. Currently no new legislation has been introduced.

10. Old/New Business:

No Old/New Business was discussed.

12. Announcements:

Ms. Thomas announced that Translate, an open mic benefiting the Youth Gender Project, will be held at the 3 Dollar Café on Friday, February 18 from 7:00 - 9:00 p.m. All ages welcome to attend.

Ms. Vancil announced that Creating Change of the National Gay and Lesbian Task Force will have its first planning meeting on Tuesday, February 22, at 7:00 p.m. in Oakland.

13. Adjournment:

The meeting was adjourned at 7:40 p.m.

City and County of San Francisco

Gavin Newsom
Mayor

Human Rights Commission
Contract Compliance
Dispute Resolution/Fair Housing
Disadvantaged Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Executive Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

Date	Tuesday, March 15, 2005
Time	5:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. in order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE. THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.sfhrc.org
The office location is accessible to and accommodates people with disabilities.

AGENDA

1. Call to order and roll call	
2. Approval of minutes of February 15, 2005 (action item)	5 MIN.
3. Public comments for items not on the agenda	5 MIN.
4. Panel: Homophobia and Transphobia in the San Francisco Unified School District	60 MIN.
5. Approval of recommendation to Commissioners to change the committee name to "Lesbian Gay Bisexual Transgender Intersex Advisory Committee" (action item)	20 MIN.
6. Approval of agenda for annual retreat (action item), and planning discussion	15 MIN.
7. Commissioner Report	5 MIN.
8. Staff Report	5 MIN.
9. Old/New Business	5 MIN.
10. Announcements	
11. Adjournment	

NEXT MEETING OF THE LGBTAC: Tuesday, April 19, 2005, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

March 15, 2005

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the March 15, 2005 Meeting

DOCUMENTS DEPT.
JAN 17 2006
SAN FRANCISCO
PUBLIC LIBRARY

Committee Members Present: Commissioner Cecilia Chung, Whitney Bagby, Dora Balcazar, Sally Buchmann, David Cameron, Ben Chan, Cindy Dubuque, Julie Frank, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Patrick Mulcahey, Ellise Nicholson, Ren Phoenix, Rebecca Rolfe, Jorge Romero-Lozano, Stephen Schwichow, Jason Stein, Morningstar Vancil, Meredith Wood.

Committee Members Absent: Commissioner Pat Norman (excused), Becky Freund (excused), Nancy Lawlor, Aleem Raja (excused).

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

Guests Present: Mario Balcita, Brian Davis, Meredith Fenton, Peter Trinkl.

2. **Call to Order and Roll Call:**

   Commissioner Chung called the meeting to order at 5:35 p.m. and welcomed new members to their first meeting. Mr. Brinkin called the roll.

3. Approval of Minutes of February 15, 2005:

   Commissioner Chung moved to approve the minutes as written. The motion passed unanimously.

4. Public Comments for Items Not on the Agenda (action item):

   No public comments were made.

5. Panel: Homophobia and Transphobia in the San Francisco Unified School District (SFUSD):

   Messrs. Guggenheim and Schwichow introduced the guest panelists: Brian Davis, a middle school teacher with SFUSD; Meredith Fenton, Program Director for Children of Lesbians and Gays Everywhere (COLAGE); and Mario Balcita, Director of the Love and Justice Program at Community United Against Violence (CUAV).

   Mr. Davis has been a teacher for the SFUSD for nine years. When he first

started teaching, he came out openly to school staff, but not to his students. He did not come out to them during his four years of teaching because the environment of the first few schools he began teaching at weren't welcoming. As a teacher just starting out, the advice his colleagues gave him, should a student ask him if he was gay, was for him to say that that's personal and that it's not appropriate for them to ask those kinds of questions. However he felt the answer he was really giving them was the opposite. Even though he talked about gay issues to his students, he wasn't comfortable coming out to them. When he began teaching at the Claire Lilienthal School, he decided to come out, but it was the principal who wasn't comfortable with it. Then during a field trip, he came out to one of his students who asked him if he was married. His coming out was welcomed by many of his students. However, over time, he became the target of anti-gay epithets that were written on school grounds. He realized that he needed to do more to increase awareness on LGBT issues. He became involved with Support Services for Sexual Minority Youth under the School Health Programs Department at SFUSD. He was put in contact with Olivia Higgins, who runs the program's middle school component, who gave him materials on how to run the program and how to train teachers and counsel students on gay and other issues. Under the program he became his school's Sexual Minority Youth Liaison (SMYL) at his school. As the students, on their own, began discussing LGBT issues he later openly came out to his students. He came out to them because 1) he wanted to make sure that they knew that using words such as "fag" and "gay" as an insult were not acceptable just as other words to put down others aren't; 2) to let the students who have LGBT parents or family friends know that they were safe and supported in his classroom; and 3) that other people in the school are, or may later come out as, LGBT and face this issue. He and Mr. Guggenheim have been a fixture among staff and are recognized as a couple. He has written a story that is featured in the book, *One Teacher in Ten (Second Edition)*, about his experiences. Mr. Guggenheim added that Mr. Gogin and Ms. Higgins apologized for not being able to attend the meeting.

Meredith Fenton is the Program Director of COLAGE, the only national organization that works specifically with children, youth, or adults with one or more LGBT parent(s). She says that in terms of the experiences of students who have one or more LGBT parent, it depends on what school they attend. She said that 4th-8th grade students have shared the harshest stories; the stories range from harassment from other students or teachers to a general climate of homophobia that make them live closeted about their families. She said that there is a sense from students entering high school of which schools are homophobic; usually schools with more money tend to be less homophobic leading to the question of the impact of socioeconomics. She said that students know about AB 537 which protects students from being discriminated against because of having an LGBT parent or being associated with someone who is LGBT; however, they feel that they're only covered if it's a serious case and not the little day-to-day interactions. She added that COLAGE goes to schools to do trainings; students in their High School Youth Leadership in Action program are trained high school and college students who go to classrooms and do presentations or panels about LGBT families and homophobia. She said that trainings are currently provided on a case-by-case basis because trainers would have to leave school to do presentations. She added that they provide tools for schools and teachers such as posters to raise LGBT visibility. She said that one of their newer resources for high schools is an anthology of stories, poetry, and art by youth of LGBT parents called *Focus On My Family*. She said that they're always looking for ways for schools to not just know the problems, but to know what the solutions are in terms of addressing LGBT issues openly in classrooms. She described some of the programs provided by COLAGE such as rap groups and the Leadership in Activism training program for high school students who

are currently working on a film project about youth in LGBT families specifically focusing on the same-sex marriage issue.

Mario Balcita works with queer youth of color in talking about relationship violence and how oppression affects violence within and against our communities. He was born and raised in San Francisco and described his coming out during his senior year in high school then doing queer youth work for the past 10 years. He said that his experiences were negative around LGBT issues; since elementary school he was verbally harassed; however, he didn't know what the words meant and feels that the students taunting him often didn't know what they meant either. His said that his experiences from elementary school to high school were mostly about gender and not fitting into stereotypes and finds that those experiences are the same with the youth he works with. His high school was not equipped to help him address his issues; students were told by the principal to leave their issues at home. Yet he was continually harassed by students in the hallways and classrooms and was not supported by his teachers. He also feels that due to socioeconomics, schools that are 'whiter' - that is, schools that have more money - are safer and able to provide gay/straight alliances and SMYL programs unlike other less-funded schools. Also being a person of color, he felt that he couldn't talk to a caucasian SMYL liaison about his personal experiences. He feels that even though San Francisco is a progressive city in dealing with LGBT issues, things haven't really changed much in schools. He said he'd spoken to kids who won't or do not identify as 'gay' because the gay community is perceived as white. He urged the Committee to continue working on this issue by talking to more queer youth on sharing their experiences in public schools.

The panel entertained questions.

6. Approval of recommendation to Commissioners to change the committee name to "Lesbian Gay Bisexual Transgender Intersex Advisory Committee" (action item):

Mr. Cameron, who had proposed this issue, said that it might be premature to vote on this item since the final draft of the Intersex Report hasn't been approved for distribution. Commissioner Chung framed the issue for the new members. Mr. Cameron added that "intersex" is not a community, but anatomical variation. Peter Trinkl said that Cheryl Chase and other intersex advocates do not support adding "intersex" without further discussion. He feels that voting on including "intersex" in the Committee's name should be put on hold. He said that since there is more education emerging around this issue, the political aspects are underdeveloped and suggested tabling this item for another meeting.

Mr. Schwichow said that the overall message is discrimination and that those in the LGBT communities see ourselves in the same boat. He said that the intersex community understands that we have far more in common than just anatomical differences. Mr. Trinkl said that being intersex is a disability and should be separate. Mr. Mulcahey suggested that we shouldn't rush into this; that we need to study this issue rather than tabling it.

Commissioner Chung said that this item will be tabled to a later period.

7. Approval of agenda for annual retreat (action item):

Mr. Mulcahey reported that the Retreat Planning Committee - himself, Commissioner Chung, Mr. Brinkin, and Mr. Viterbo - met on March 8 to discuss

the retreat agenda. He said that more time had been built into helping clarify what panels, task forces, etc., are and what we can do as a Committee. Mr. Brinkin said that the Committee guidelines will be sent to the Committee members prior to retreat. He said that there will be a discussion on coming up with a better outreach plan to use at the next recruitment process. He proposed that the Committee come up with specific outreach tasks for members. Mr. Brinkin said that a homework assignment will be sent to the Committee members prior to retreat which will describe the icebreaker exercises and instructions on how to present proposals. Everyone is to think of one issue to propose. He said that Committee members who will not be attending retreat can forward their issue to staff or have another Committee member raise the issue.

8. Commissioners' Report:

Commissioner Chung reported that the Commission gave Dr. Larry Baskin a finite amount of time to provide positive findings on surgeries related to intersex conditions to be included in the intersex report. He was invited to the April 14 Commission meeting to provide his findings; however, if he cannot provide any supporting documentation to add to the report, it will be published without them. Commissioner Chung added that even though items can still be added to it after the report's been published, the content of the report will remain. Mr. Brinkin added that if the Commissioners wanted to make major changes the report, because of the public notice requirements, the public has to be able to examine those changes the report therefore, would be finalized at the April 28th meeting. Commissioner Chung reported that the Commission will be on a mini-retreat on Thursday, March 24, to focus on issues for the coming year.

9. Staff Report:

Mr. Brinkin reported that Mr. Raja gave a great presentation to Commissioners on issues affecting South Asian LGBT communities. He added that the LGBT Division presents a report to the Commission every third meeting and they would like to get to hear from members of the Committee.

Mr. Arana reported that he is providing an LGBT sensitivity training for the Episcopal sanctuary to help with residents at Next Door on March 16 at 8:30 a.m. He added that he is continuing to work with the San Francisco Police Department in training every station on transgender issues. He added that he will be attending an all-day training for health educators at San Jose State University in April and Stanford and Santa Clara County in May. He also will be attending a national AmFar conference to speak on transgender issues. Mr. Brinkin added that he, Cynthia Goldstein, Kabir Hypolite, and Yong Lee will join Mr. Arana in future LGBT sensitivity trainings to discuss legal aspects.

Mr. Brinkin announced that a Transgender Job Fair will be held on Tuesday, March 22 at the LGBT Center from 4:00 -7:00 p.m. and staff will be attending to provide information.

10. Old/New Business:

No Old/New Business was discussed.

12. Announcements:

Mr. Guggenheim announced that Brian Davis will be reading the piece that was sent in the packets at A Different Light Bookstore on Friday, March 25. Ms. Frank announced that the Statewide Action for Transgender HIV Protection and Care conference will be held on Tuesday, May 17 through Thursday, May 19. Mr. Cameron announced that he will be speaking on intersex issues at the university of Colorado in Denver. Mr. Brinkin announced that he is working on a community partnership on senior issues in making sure that senior services providers are being sensitive to senior LGBT issues. Mr. Arana announced that Randy Burns, a local Native American activist, is running for Grand Marshall at this year's Pride Celebration and to vote for him, or any of the other nominees, on the S.F. Pride's website, sfpride.org. Ms. Buchmann announced that there will be a demonstration outside of Charles Schwab, 101 Montgomery Street, on Thursday, March 31, at 11:30 a.m. regarding retirement protection for public employees. Commissioner Chung announced the Banyan Tree Project, an anti-stigma campaign, is being launched by the Asian/Pacific Islander Wellness Center on May 19 (banyantreeproject.org).

13. Adjournment:

The meeting was adjourned at 7:25 p.m.

City and County of San Francisco

Gavin Newsom
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Disadvantaged Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Executive Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
APR 18 2005
SAN FRANCISCO
PUBLIC LIBRARY

Date	Tuesday, April 19, 2005
Time	5:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.sfhrc.org
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to order and roll call	
2.	Approval of minutes of March 15, 2005 (action item)	5 MIN.
3.	Public comment for items not on the agenda	5 MIN.
4.	Discussion of Pride Day activities	20 MIN.
5.	Retreat follow-up: Discussion and approval of committee work plan (action item)	40 MIN.
6.	Commissioner Report	10 MIN.
7.	Staff Report	10 MIN.
8.	Old/New Business	5 MIN.
9.	Announcements	
10.	Adjournment	

NEXT MEETING OF THE LGBTAC: Tuesday, May 17, 2005, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

April 19, 2005

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the April 19, 2005 Meeting

DOCUMENTS DEPT.
JAN 17 2006
SAN FRANCISCO
PUBLIC LIBRARY

Committee Members Present: Commissioner Cecilia Chung, Commissioner Pat Norman, Whitney Bagby, Dora Balcazar, Cindy Dubuque, Julie Frank, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Nancy Lawlor, Ellise Nicholson, Ren Phoenix, Aleem Raja, Jorge Romero-Lozano, Stephen Schwichow, Jason Stein, Morningstar Vancil, Meredith Wood.

Committee Members Absent: Sally Buchmann, David Cameron (excused), Ben Chan, Becky Freund (excused), Ted Guggenheim (excused), Nancy Lawlor, Patrick Mulcahey (excused), Rebecca Rolfe (excused).

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

Guests Present: David Sims.

1. **Call to Order and Roll Call:**

   Commissioner Norman called the meeting to order at 5:35 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of March 15, 2005 (action item):

   Mr. Kotler moved to approve the minutes as written. Mr. Schwichow seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   No public comments were made.

4. Discussion of Pride Day Activities:

   Mr. Brinkin asked the Committee members to decide on what the HRC should do for this year's Pride Day celebration. Three ideas were proposed: 1) to have a booth, 2) to march as a parade contingent, or 3) neither, but to have our literature distributed through another organization. A decision is needed because the deadline for submitting a booth application is Thursday, May 5, 2005, and the May meeting is after the deadline.

Mr. Brinkin said that booth staffing would be done by volunteer Commissioners, Committee members, and staff. He added that booth staffers' duties would include acquainting the public with the services provided by the HRC by offering our literature, getting their contact information if they're interested in becoming a Committee member, and having them sign a petition(s) supporting any new legislation.

Mr. Brinkin said that a parade contingent marched in past parades, but through the years there hasn't been enough interest to do so. He added that perhaps a contingent could march with the Mayor's contingent which would be at the beginning of the parade. Commissioner Norman suggested having a convertible with the HRC's banner, but Mr. Schwichow said that there are things that need to be considered when having a vehicle in the parade such as having wheel monitors (two per axle) attend safety training, as well as trained safety monitors. Mr. Arana added that there is an additional charge for contingents with vehicles largely because of insurance fees.

All Committee members indicated that they are able to volunteer to help staff a booth at the parade for a one-hour shift on Sunday, June 26, except for Mr. Kotler and Mr. Raja; however, Mr. Kirchoff is uncertain. Mr. Brinkin added that Commissioners, staff, and interns will be canvassed for their availability to work the booth as well. A schedule for staffing the booth will be brought to next month's meeting for Committee members to select a shift or more than one. Mr. Brinkin stressed the importance of being on time for the shift(s) selected.

5. Retreat Follow-up: Discussion and approval of committee work plan (action item):

The Committee Work Plan was distributed to the members of the Committee. It lists in order the different panels, task forces, letters and resolutions on the topics that were voted on by the retreat attendees. Commissioner Chung asked for volunteers for these groups. The Committee Chair and Vice-Chair will appoint the Committee members to those groups:

Panels: Sex Workers: How They're Impacted by City Government, September (volunteers: Mr. Bagby, Ms. Buchmann, Mr. Kotler, Mr. Stein); LGBT in Schools: Student Voices + Administrative, October (volunteers: Ms. Dubuque, Mr. Schwichow); Barriers to Transgender Healthcare: Impact Due to Budget Cuts, November (volunteers: Mr. Bagby, Ms. Frank, Mr. Wood); Women's Health Issues, February 2006 (volunteers: Ms. Balcazar, Ms. Phoenix, Ms. Vancil); BDSM: Discrimination Issues, August (volunteers: Ms. Buchmann, Ms. Dubuque, Mr. Kotler, Ms. Phoenix, Ms. Vancil).

Mr. Brinkin said that he would provide some training on how to organize a panel at the May meeting.

Work Groups: LGBTAC Recruitment/Outreach (volunteers: Commissioner Chung, Ms. Dubuque, Mr. Kirchoff, Mr. Romero-Lozano, Mr. Schwichow) and Internal LGBTAC Communication and Racism (volunteers: Mr. Bagby, Ms. Balcazar, Mr. Kirchoff, Ms. Nicholson, Ms. Phoenix, Mr. Raja, Ms. Vancil).

Town Hall Forum: Future of the HRC: 1) Educate Community about HRC, 2) Solicit inputs from community on community issues (volunteers: Ms. Dubuque, Ms. Nicholson, Mr. Schwichow).

Mr. Brinkin said that he would work on writing a letter of recommendation/proposal to the Commission with 1-2 volunteers on promoting HRC visibility that will be presented at the first Commission meeting in May.

6. Commissioner Report:

Commissioner Norman reported that there will be a stakeholders meeting at the Mayor's office on Monday, April 25, in Room 278 at 3:00 p.m. regarding the future of the HRC and the proposal to have another office, or offices, handling the Disadvantaged Business Enterprise program. She said that the Commissioners who have been invited to attend this meeting will advocate for the continuation of the HRC in the same way it has been functioning. She added that the offices that are being considered to take over the program's responsibilities do not have the experience nor the authority to be able to follow through in the same manner that HRC staff has. Commissioner Chung said that Supervisor Fiona Ma is drafting new language for the DBE program and that the stakeholders and others have offered recommendations to her office on how to change it to assure implementation by the HRC.

Commissioner Chung reported that the intersex report has been scheduled for reapproval at its next meeting. She had requested that all Commissioners be present for voting since there was barely a quorum when this item was introduced. She added that Dr. Larry Baskin had sent a written response and his new information will be incorporated into the report.

7. Staff Report:

Mr. Brinkin reported that he will be speaking at the LGBT Senior Lunch Bunch in the Tenderloin tomorrow. He'll be talking about himself as a gay senior and about their rights under City law.

Mr. Brinkin reported that he and Cynthia Goldstein will attend a three-hour sexual harassment training for all managers at the S.F. Public Library.

Mr. Brinkin reported that Yong Lee and Hadas Rivera-Weiss of staff will lead a Technical Assistance Project (TAP) training, or HIV in the Workplace Training, at the Positive Resource Center, Thursday, April 21, at 1:00 p.m.

8. Old/New Business:

No old/new business was discussed.

9. Announcements:

Mr. Kirchoff announced that he is a co-chair for the Host Committee for Creating Change, the National Gay and Lesbian Task Force's national conference, which is being held in Oakland this year and is trying to recruit others to be part of the Host Committee. The Host Committee will be meeting on Tuesday, April 26, at the Oakland Marriott at 7:30 p.m.

Mr. Arana announced that there will be a transgender symposium at San Jose State, Tuesday, May 3, at 2:00 p.m. where he will be providing a TG 101 training. A film by an FTM film maker will be shown along with a panel presentation leading up to an award-winning photo exhibition of FTMs called "Transfigurations". James Green is the keynote speaker.

Ms. Vancil announced that she will be taking part in Creativo, a collective of queer AP/I women, which will be presenting a program on Thursday, April 28, at Moonstar Restaurant at 5:30 p.m.

Commissioner Chung passed out copies of a pledge and postcards to announce that the anti-stigma campaign for AP/I HIV Awareness Day will be held on May 19 at The Forum, Yerba Buena Center for the Arts from 5:00-6:00 p.m.

10. Adjournment:

The meeting was adjourned at 7:30 p.m.

City and County of San Francisco

Gavin Newsom
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Disadvantaged Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Executive Director

Lesbian Gay Bisexual Transgender Advisory Committee

DOCUMENTS DEPT.
MAY 13 2005
SAN FRANCISCO
PUBLIC LIBRARY

A G E N D A

Date	Tuesday, May 17, 2005
Time	5:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

0.45
17/05

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.sfhrc.org
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to order and roll call	
2.	Approval of minutes of April 19, 2005 (action item)	5 MIN.
3.	Public comment for items not on the agenda	5 MIN.
4.	Introduction of Mayor's LGBT Community Liaison	10 MIN.
5.	Hearing Center training: Working with Hearing-Impaired Colleagues	45 MIN.
6.	Discussion of Pride Day activities	5 MIN.
7.	Discussion of committee work plan	10 MIN.
8.	Tips on organizing panels	15 MIN.
9.	Commissioner Report	10 MIN.
10.	Staff Report	10 MIN.
11.	Old/New Business	5 MIN.
12.	Announcements	
13.	Adjournment	

NEXT MEETING OF THE LGBTAC: Tuesday, June 21, 2005, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

May 17, 2005

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the May 17, 2005 Meeting

DOCUMENTS DEPT.
JAN 17 2006
SAN FRANCISCO
PUBLIC LIBRARY

Committee Members Present: Commissioner Cecilia Chung, Commissioner Pat Norman, Whitney Bagby, Sally Buchmann, David Cameron, Cindy Dubuque, Julie Frank, Becky Freund, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Nancy Lawlor, Ellise Nicholson, Ren Phoenix, Aleem Raja, Rebecca Rolfe, Jorge Romero-Lozano, Stephen Schwichow, Jason Stein, Morningstar Vancil, Meredith Wood.

Committee Members Absent: Dora Balcazar, Ben Chan.

Staff Present: Marcus Arana, Larry Brinkin, Cynthia Goldstein, Hadas Rivera-Weiss, Tamra Winchester, David Treanor.

Guests Present: Jimmer Cassiol, Laura Clark.

2. Call to Order and Roll Call:

   Commissioner Chung called the meeting to order at 5:35 p.m. Mr. Brinkin called the roll.

3. Approval of Minutes of April 19, 2005:

   The minutes were approved unanimously as amended to correct minor errors.

4. Public Comments for Items Not on the Agenda:

   No public comments were made.

5. Introduction of Mayor's LGBT Community Liaison:

   Commissioner Chung introduced Jimmer Cassiol, Mayor Newsom's LGBT Community Liaison, who's Office Manager at the Mayor's Office of Neighborhood Services. He works closely with Supervisor Dufty in District 8 and with community groups on addressing LGBT issues.

   He entertained questions from Committee members.

   Mr. Cassiol added that Mayor Newsom and Supervisor Dufty have created the Crystal Meth Task Force of which he is a member and the Mayor's

representative. The next meeting of the Task Force will be on Thursday, May 26 at City Hall in Room 201. Commissioner Chung encouraged Committee members to consider participating.

6. Hearing Center Training: Working with Hearing-Impared Colleagues:

Mr. Brinkin introduced Laura Clark from the Hearing Society of the Bay Area. Ms. Clark distributed resource information on communication resources to the Committee members. She described and demonstrated several listening devices which Committee members were able to experience.

Ms. Clark said that she works with the Mayor's Office on Disability (MOD) which works hard at making listening devices available for meetings for all City departments. She said that people who are hard of hearing make up 90% of all people with hearing loss, deafened people make up 7%, and the deaf make up 3%. When events in the City are planned, usually sign language interpreters are provided. However most people with hearing loss do not know or understand sign language. She hopes that more listening devices will be provided and used more often rather than using interpreters. When working with, or talking to seniors over the phone, speak clearly and distinctly, not slower, and let them know it's all right to repeat. If they didn't understand, rephrase what had been said rather than repeating the same words. Also ask them if they understood what had been said or if it was clear enough. She provided a demonstration of mild and moderate hearing loss to help Committee members understand what it's like to try and understand speech.

She said that under the Americans with Disabilities Act, public events must provide some sort of accommodation for those with hearing loss. People need to ask for them otherwise event organizers don't know what to provide and how many to provide. Deafened people do not benefit from these devices; they may use TTYs or Voice Carryover Telephones and they may learn sign language, but learning sign language is not for everyone, especially seniors. Practicing speech reading and using real time captioning are viable options, but real time captioning is very expensive. She had been consulted on devices and feels the ones tested by MOD are good, but, again, will be expensive to obtain. The MOD will have a list of captioners soon. Ms. Clark said that it's important to remember that for someone with hearing loss, it is a loss.

Last year 80,000 people in the U.S. had cochlear implants and that number is expected to go up to 200,000 in the next few years. These are different than hearing aids in that they bypass the ear altogether. The implant goes into the cochlea and triggers the auditory nerve and an electrical signal passes through them; people with these implants have to re-learn how to hear. The implants are paid for by insurance because it's a surgical procedure. Service providers need to find out what sort of implant the person may have and if they can benefit from a receiver. If they cannot, find out what else can be provided for them. She added that she or Ken Stein at MOD can be contacted to address any inquiries.

7. Discussion of Pride Day Activities:

Mr. Arana and Mr. Brinkin strongly encouraged those who've signed up to help at the booth to arrive on time, or earlier, for their shift(s). Mr. Arana added that it's a great way to interact with the public and to explain who we are, what we do, and the services offered. Contact staff if there are questions. Plenty of materials will be provided to hand out at the booth. There will be a list of projects the Committee has worked and will be working on to give

people up-to-date information and it's a great way to do outreach and recruitment.

Please be on time for your shift.

Mr. Brinkin said that in addition to being on time, and handing out materials, he encouraged the Committee to hand out brochures on racism and how to file a complaint. Another thing we often do is to collect signatures on petitions supporting state legislation that the City has taken a position on, usually LGBT issues or other issues of the Commission. He said to contact him to let him know of any petitions that could be made available at the booth.

Please be on time for your shift.

Mr. Brinkin said that it's important to talk to folks while at the booth. One person will work inside the booth answering questions and another outside as a 'barker' to draw people to sign petitions and to get information.

Ms. Phoenix is willing to help coordinate drinks to have at the booth, but is asking for contributions to help pay for them.

Lastly, please be on time for your shift.

8. Discussion of Committee Work Plan:

Mr. Arana said that there are two workgroups that people have signed up for: 1) LGBTAC recruitment and outreach (Commissioner Chung, Ms. Dubuque, Mr. Kirchoff, Ms. Lawlor, Mr. Romero-Lozano, Mr. Schwichow and staffed by Hadas Rivera-Weiss), and 2) Internal LGBTAC Communication and Racism (Mr. Bagby, Ms. Balcazar, Mr. Kirchoff, Ms. Nicholson, Ms. Phoenix, Mr. Raja, Ms. Vancil and staffed by Yong Lee). An email from the staff people will be sent out to coordinate meetings. Mr. Viterbo will send a roster to all Committee members with updated information. Commissioner Chung encouraged the community members present to look at the topics presented by the panels to see if they would be interested in assisting in their preparation.

9. Tips on Organizing Panels:

Mr. Brinkin distributed a handout outlining tips on organizing panel presentations. He described in detail the tips found throughout the handout and entertained questions. The next upcoming panel presentation will be on BD/SM issues at the August 16 meeting.

10. Commissioner Report:

Commissioner Norman reported that there was further discussion concerning the continuation of the HRC's Disadvantaged Business Enterprise program and the possibility of it being relocated from the HRC to contracting City departments. She expressed her concern that there would be a reduction of staff in the LGBTH division as well as a reduction of resources, and that minority and women-owned businesses would face increased discrimination.

Mr. Brinkin said that an HRC hearing on the topic will be held at 4:30 p.m. on Thursday, June 9, in Room 416, at City Hall.

10. Staff Report:

Mr. Brinkin reported that he is a member of the Senior Community Partnership (SCP), which is looking at an LGBT senior meals program which New Leaf Services may be running in collaboration with the LGBT Community Center and Project Open Hand. SCP is working on getting funding for this project from the Department on Aging. They're also developing a training program to train senior service providers on LGBT sensitivity because LGBT seniors often do not feel welcomed by these providers as described in the report from the Aging the LGBT Community Public Hearing.

Mr. Brinkin reported that a public hearing to alert the public on the REAL ID Act which just passed Congress will be held at the next Commission meeting 4:30 p.m., Thursday, May 26 in Room 416 at City Hall. He and Mr. Arana are working on getting information on how the REAL ID Act would specifically affect the LGBT community.

Mr. Arana reported that the Intersex report was unanimously approved by the Commission at the on April 28th meeting. He added that the report was well received by many in the intersex community. The report is available on the HRC's website.

12. Old/New Business:

No new old/new business was reported.

13. Announcements:

Ms. Vancil reported that she attended sensitivity training on working with elders at an elders conference.

14. Adjournment:

The meeting was adjourned at 7:30 p.m.

City and County of San Francisco

Gavin Newsom
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Disadvantaged Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Executive Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
JUN 16 2005
SAN FRANCISCO
PUBLIC LIBRARY
06-15-05A11:37 RCVD

Date	Tuesday, June 21, 2005
Time	5:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.sfhrc.org
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to order and roll call	
2.	Approval of minutes of May 17, 2005 (action item)	5 MIN.
3.	Public comment for items not on the agenda	5 MIN.
4.	Introduction of LGBTH Division Interns	5 MIN.
5.	Staff Presentation – Transgender 101 – An Overview of Gender Identity Discrimination	50 MIN.
6.	Discussion of Pride Day Booth	15 MIN.
7.	Work Group updates	10 MIN.
8.	Commissioner Report	10 MIN.
9.	Staff Report	10 MIN.
10.	Old/New Business	5 MIN.
11.	Announcements	5 MIN.
12.	Adjournment	

NEXT MEETING OF THE LGBTAC: Tuesday, July 19, 2005, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

June 21, 2005

DOCUMENTS DEPT.
JAN 17 2006
SAN FRANCISCO
PUBLIC LIBRARY

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the June 21, 2005 Meeting

Committee Members Present: Commissioner Cecilia Chung, Whitney Bagby, Dora Balcazar, Sally Buchmann, David Cameron, Cindy Dubuque, Julie Frank, Becky Freund, Ted Guggenheim, Danny Kirchoff, Aidan Kotler, Nancy Lawlor, Ellise Nicholson, Ren Phoenix, Rebecca Rolfe, Stephen Schwichow, Morningstar Vancil, Meredith Wood.

Committee Members Absent: Commissioner Pat Norman, Ben Chan, Aleem Raja (excused), Jorge Romero-Lozano (excused), Jason Stein (excused).

Staff Present: Marcus Arana, Andrea Fazell (intern), Cris Morales (intern), Domenic Viterbo.

Guests Present: Kim Heinz, Amy Stulman.

2. **Call to Order and Roll Call:**

   Commissioner Chung called the meeting to order at 5:36 p.m. Mr. Arana called the roll.

3. Approval of Minutes of May 17, 2005:

   Commissioner Chung moved to approve the minutes as written. The motion passed unanimously.

4. Public Comments for Items Not on the Agenda:

   Kim Heinz, who is doing her undergraduate research on the Intersex Task Force, would like to get information on how and why the Task Force was formed and requested to interview task force members.

5. Introduction of LGBTH Division Interns:

   Mr. Arana introduced Andrea Fazel and Cris Morales. Ms. Fazel is in her third year at UC Davis Law School. She interned at the National Center for Lesbian Rights last year and hopes to continue doing LGBT legal work when she's

through with school. Ms. Morales currently attends McGeorge School of Law in Sacramento and has been a teacher and worked with victims of crime. Mr. Arana said that Ms. Fazel is working on the implementation of the recommendations in the intersex report and Ms. Morales is working on assessing transgender benefits by comparing other jurisdictions within the state.

6. Staff Presentation - Transgender 101 - An Overview of Gender Identity Discrimination:

Mr. Arana presented an abbreviated Transgender 101 training for educational purposes and to demonstrate Division staff activities. Mr. Arana presented an overview of transgender issues: how minds categorize information; the roots of transphobia; definitions of transgender umbrella and differences regarding sex' gender' sexual orientation, and gender identity. After telling his own story of transition, Mr. Arana answered questions from the members.

7. Discussion of Pride Day Booth:

Mr. Arana announced that volunteers are needed for several time slots that have yet to be filled. The booth schedule was passed around again for Committee members to volunteer. Mr. Arana said that signatures will be gathered for two petitions: AB1586, a transgender insurance equality bill, and AB 1400 which would add 'gender identity' to the Unruh Act which covers public accommodations under state law. Mr. Arana said that fact sheets for both of these bills would be provided at the booth.

8. Work Group Updates:

Mr. Arana said that there was a handout that was sent in the Committee packets that lists the names of Committee members who've expressed interest in participating on one of the two different workgroups. Mr. Cameron wishes to be added on Recruitment and Outreach work group and Ms. Lawlor wishes to be added onto the Racism work group. Ms. Freund wishes to be added to the Barriers to Transgender Healthcare. The Recruitment and Outreach work group's first meeting is scheduled for Thursday, June 30th, at the HRC offices at 5:30 p.m.

9. Commissioners' Report:

Commissioner Chung reported that there were two joint hearings: 1) to talk about the Real ID Act and 2) to talk about the DBE ordinance. She said that there were a good number of small businesses and advocates that came to the DBE joint hearing. She added that there was also a large turnout for the Real ID Act joint hearing as well. She said that reports from these joint hearings would be posted on the HRC's website soon.

Commissioner Chung reported that several Commissioners and staff went to a meeting that the 49ers held in Chinatown in response to their infamous training videos. She said that it was a productive meeting and that they do have the 49ers' commitment to work on diversity issues. She added that the HRC is working with the 49ers to help them beef up their diversity and sensitivity trainings with the hope that these issues will resolve themselves.

10. Staff Report:

Mr. Arana reported that the HRC is working closely with the 49ers since they are a City contractor. He said that they were very apologetic about the training videos and that they realize that they attended an LGBTAC meeting a year ago and, even after having had diversity trainings, this situation happened. He added that they are working with the HRC to ensure that their trainings will be broader and more inclusive.

Mr. Arana reported that staff is working on a response to Les Natali's attorney's request to reconsider the Director's Finding against SF Badlands. In the meantime, staff had met with both sides and are strongly encouraging them to mediate. Staff will not mediate because we've issued a finding; however, several individuals are being considered. Dialogs with all the different City merchant groups to talk about overall equality and equity is also part of the negotiations. Commissioner Chung added that the HRC is staying neutral and will not encourage people to take sides or divide the community; rather, to encourage people to work on finding a solution.

Mr. Arana reported that staff is in the middle of its annual budget process. He said that staff may face two layoffs in September if the budget situation doesn't change; however, the budget won't be finalized until August. Commissioner Chung encouraged Committee members to write to their district supervisor to advocate for the HRC by encouraging them to look closely at the City's budget.

Mr. Arana reported that he attended a hearing presented by the Employment Committee to hear from formerly incarcerated people about the discrimination that they face when looking for employment. In regards to the Committee, there are two areas that were addressed: 1) there are high numbers of transgender women who've been incarcerated, and 2) a dishonorable discharge under "Don't Ask Don't Tell" is considered a conviction against LGBT people who served in the U.S. military. What's being identified are ways that employers can still meet hiring restrictions in certain parameters without subjecting former inmates to further discrimination.

10. Old/New Business:

Commissioner Chung suggested that Committee members make an appointment to speak with her to discuss possible future agenda items.

12. Announcements:

Mr. Kirchoff reported that Creating Change will take place in Oakland this year and invited Committee members to participate on its Host Committee, which will meet on Tuesday, June 28, at 7:30 p.m. He said that participation is especially needed with the Youth, Accessibility, and Hospitality Committees.

Ms. Buchmann invited Committee members to join the Harvey Milk Club, the SEIU's Lavender Caucus, and Pride at Work's parade contingent that will include a motorized cable car for individuals with mobility issues. She said that their contingent would be in Section H, on Spear Street between Howard and Folsom Streets.

Mr. Cameron announced that Lysette Marcello's film, "Both", will premiere at the S.F. LGBT Film Festival tomorrow night at 8:15 p.m. at the Victoria Theater. Mr. Cameron and his partner are executive producers of the film.

Ms. Frank announced that the AIDS Health Project is having volunteer facilitator trainings for community members interested in becoming support

group facilitators in August.

Ms. Dubuque invited Committee members to attend "Stand Against Hate" on Saturday, June 25, at noon, at CUAV.

Ms. Vancil announced that she is appearing as a panelist on the Bay Area Women of Color BDSM Photo Project's "A Snapshot of Diversity" show being held on Saturday, July 23, at the SF Citadel, 245-8th Street.

Ms. Balcazar announced that New Leaf Services is training volunteers for an outreach program to Latino LGBT elders.

Commissioner Chung announced that the 2nd Annual Trans March is taking place on Friday, June 24, at 7:30 p.m. Marchers will assemble at Dolores Park and march to Fox Plaza. She also encouraged Committee members to participate on the City's Crystal Meth Task Force, facilitated by Supervisor Bevan Dufty, on Thursday, June 30, from noon to 2:00 p.m. in the Mayor's Conference Room, City Hall, Room 205.

Mr. Arana announced that Yong Lee and Hadas Rivera-Weiss of staff will present an HIV in the Workplace training at next month's meeting.

13. Adjournment:

The meeting was adjourned at 7:13 p.m.

City and County of San Francisco

Gavin Newsom
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Disadvantaged Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Executive Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
JUL 14 2005
SAN FRANCISCO
PUBLIC LIBRARY
07-14-05A09:57 RCVD

Date	Tuesday, July 19, 2005
Time	5:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.sfhrc.org
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to order and roll call	
2.	Approval of minutes of June 21, 2005 (action item)	5 MIN.
3.	Public comment for items not on the agenda	5 MIN.
4.	HIV in the Workplace Training	45 MIN.
5.	Report of the Racism Work Group	15 MIN.
6.	Debrief of Pride Day activities	10 MIN.
7.	Commissioner Report	10 MIN.
8.	Staff Report	10 MIN.
9.	Old/New Business	5 MIN.
10.	Announcements	10 MIN.
11.	Adjournment	

NEXT MEETING OF THE LGBTAC: Tuesday, August 16, 2005, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

July 19, 2005

DOCUMENTS DEPT
JAN 17 2006
SAN FRANCISCO
PUBLIC LIBRARY

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the July 19, 2005 Meeting

Committee Members Present: Commissioner Cecilia Chung, Whitney Bagby, Dora Balcazar, David Cameron, Cindy Dubuque, Aidan Dunn, Julie Frank, Becky Freund, Ted Guggenheim, Danny Kirchoff, Nancy Lawlor, Ren Phoenix, Aleem Raja, Jorge Romero-Lozano, Stephen Schwichow, Jason Stein, Meredith Wood.

Committee Members Absent: Commissioner Pat Norman, Sally Buchmann, Ellise Nicholson (excused), Rebecca Rolfe (excused), Morningstar Vancil.

Staff Present: Marcus Arana, Larry Brinkin, Yong Lee, Hadas Rivera-Weiss, Domenic Viterbo.

Guests Present: None

1. **Call to Order and Roll Call:**

   Commissioner Chung called the meeting to order at 5:36 p.m. Mr. Brinkin called the roll. Mr. Brinkin announced that Ben Chan had left the Committee to return to Hong Kong because he lost his job at API Wellness Center and was here on a work visa. He said that Mr. Chan hopes to find another job where his new employer would apply for a work visa for him so that he can return to the U.S.

2. Approval of Minutes of June 21, 2005:

   Commissioner Chung moved to approve the minutes as written. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   No public comments were made.

4. HIV in the Workplace Training:

   Hadas Rivera-Weiss and Yong Lee of staff led an abbreviated HIV in the Workplace Training due to time restrictions. What normally would be a two-hour training, the presentation was a description of the training rather than the full training. The full trainings are usually held at the Positive Resource Center (PRC) on a regular basis; however, they can give trainings to any

organization free of charge. Ms.Rivera-Weiss described what the PRC does and the programs they provide. The goal to offering these workshops to employees and employers is to decrease incidences of discrimination against people with HIV/AIDS. They described the laws and the definitions pertaining to reasonable accommodations to people with HIV/AIDS. They encouraged the Committee to inform any organizations who would benefit from these trainings to contact them.

5. Report of the Racism Work Group:

Mr. Raja referred to the minutes taken from the July 6 meeting that were included in the Committee's packets. He asked for feedback to points that were outlined on how racism works on a group level. Mr. Raja asked that Committee members provide thoughts and reactions rather than debating over the subject. Mr. Raja took notes as Committee members gave individual responses. He said that the work group will meet again to discuss any further action.

6. Debriefing of Pride Day activities:

Mr. Brinkin asked for feedback from Committee members who helped work the booth at the Pride Celebration site. Committee members' responses ranged from very positive to negative experiences, mostly with the location of the booth. While many felt that it was important having a presence in the Transgender Pavilion, some felt that the location was a bad one because of being located in between two areas with very loud sound systems and not being able to effectively converse with passers by. It was suggested to have the booth in an area that was not as loud and can be among vendors selling merchandise, food, or alcohol that attracts a high volume of foot traffic. Commissioner Chung, also with the Pride Committee, said that the stages/pavilions were designed to not compete with each other. She added that the responses heard from Committee members are consistent with other pavilion vendors that have been provided to the Pride Committee at their debriefing meeting. She also suggested that the HRC have a presence at a future Trans March in Dolores Park by offering a short presentation. It was suggested that in the future, a host of the Trans Stage make a general announcement directing parade attendees to the HRC booth to sign petitions.

7. Commissioners' Report:

Commissioner Chung reported that the Real ID Act hearing was convened; speakers from various civil rights and immigrant rights groups came to testify as well as individuals who were impacted by the Real ID Act. The Issues Committee had set up the Real ID Act Task Force. Commissioner Chung said that if anyone is interested in participating on the task force to contact Mr. Brinkin. Commissioner Chung said that the Commission is set to having meetings out in the community and that the Committee can do so as well. The first community meeting is scheduled for September; however, a date has yet to be decided.

8. Staff Report:

Mr. Brinkin reported that he attended the quarterly meetng of the California Association of Human Relations Organizations (CAHRO), in Burbank, CA to begin planning for their annual training conference to be held on December 6 and 7 in Sacramento. He said that he will lead an LGBT workshop. He announced that staff had submitted workshop proposals for the Creating Change conference on November 13 in

Oakland, CA. Workshops proposed are: 1) Aging in the LGBT Communities, 2) Transgender Health Benefits, 3) the Intersex Report, 4) HIV in the Workplace Training, and 5) How to Obtain Equal Benefits. He announced that Cynthia Goldstein, of staff, attended a conference sponsored by Out and Equal. He said that HRC staff is losing two positions due to a lackluster 2005-2006 budget. He hopes more funding can be obtained from larger departments where contract compliance work is performed. He said that the HRC will be issuing a letter in response to the Badlands' appeal to overturn the Director's Finding. He added that both sides of the Badlands issue have agreed to mediate. Staff is working with Scott Emblidge, former Deputy City Attorney, and Mayor Willie Brown who will facilitate the mediation which may take place next week. He announced that staff helped organize two well-attended community meetings at the LGBT Community Center and Chinatown to discuss the offensive videos produced by the SF 49ers. He said that he and the Director had a meeting with the owner and staff of the 49ers in Santa Clara to investigate the incident and to work with them on remedying the situation by helping them design a diversity program, redoing their internal processes, etc, because they are a City contractor.

10. Old/New Business:

No Old/New Business was discussed. Mr. Brinkin described "old business" as topics that have been discussed in past meetings and if there are any updates; "new business" is an immediate issue that could be added to the next meeting's agenda.

11. Announcements:

Mr. Wood announced that an FTM gender variance survey is being offered at the Transgender Resources and Neighborhood Space (TRANS). He provided the Committee with information on TRANS' services which are directed mostly toward people of color. Mr. Schwichow reminded the Committee that the Recruitment and Outreach Work Group's next meeting is on Wednesday, July 27, at 5:30 p.m. Commissioner Chung announced that the Healthcare Council is looking for HIV-positive transgender clients to participate in a focus group on Friday, July 22 where a free lunch and a $15.00 voucher will be given. She added that a flyer about this will be sent to Mr. Arana to be distributed to the Committee. Commissioner Chung announced that invitations will be sent to the Committee announcing her 40th birthday party which will be held on Friday, July 29, at the API Wellness Center. She said in lieu of gifts, to make a donation to the API Wellness Center. Mr. Brinkin reminded the Committee that the BDSM panel is scheduled for next month's meeting.

12. Adjournment:

The meeting was adjourned at 7:24 p.m.

City and County of San Francisco

Gavin Newsom
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Disadvantaged Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Executive Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT
AUG 11 2005
SAN FRANCISCO
PUBLIC LIBRARY

Date	Tuesday, August 16, 2005
Time	5:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Toni Delgado at 415-252-2502 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.
THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.sfhrc.org
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to order and roll call	
2.	Approval of minutes of July 19, 2005 (action item)	5 MIN.
3.	Public comment for items not on the agenda	5 MIN.
4.	Panel Presentation: BDSM and Discrimination	60 MIN.
5.	Report of the Work Groups	15 MIN.
6.	Commissioner Report	10 MIN.
7.	Staff Report	10 MIN.
8.	Old/New Business	5 MIN.
9.	Announcements	10 MIN.
10.	Adjournment	

NEXT MEETING OF THE LGBTAC: Tuesday, September 20, 2005, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

August 16, 2005

DOCUMENTS DEPT.
JAN 17 2006
SAN FRANCISCO
PUBLIC LIBRARY

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the August 16, 2005 Meeting

Committee Members Present: Commissioner Cecilia Chung, Whitney Bagby, Dora Balcazar, Sally Buchmann, Cindy Dubuque, Aidan Dunn, Julie Frank, Becky Freund, Ted Guggenheim, Danny Kirchoff, Nancy Lawlor, Ren Phoenix, Rebecca Rolfe, Stephen Schwichow, Jason Stein, Morningstar Vancil, Meredith Wood.

Committee Members Absent: Commissioner Mark Dunlop (excused), Commissioner Pat Norman, David Cameron (excused), Ellise Nicholson (excused), Aleem Raja (excused), Jorge Romero-Lozano (excused).

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

Guests Present: Shdiva Black, Jimmer Cassiol, Celeste DeVaneaux, Tyler Fong, Stephanie Reif, Hayden Schubert, Greg Shaw.

1. **Call to Order and Roll Call:**

   Commissioner Chung called the meeting to order at 5:36 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of July 19, 2005 (Action Item):

   Commissioner Chung moved to approve the minutes as written. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   No public comments were made.

4. Panel Discussion BDSM and Discrimination:

   The panel was coordinated by Ms. Buchmann, Mr. Dunn, and Ms. Phoenix.

   Celeste DeVaneaux gave the Committee an overview of the terminology commonly used in BDSM culture provided on a handout. The terms on the handout, as Ms. Phoenix explained, have been reclaimed by the BDSM community and retranslated in a positive way, within context, rather than to

marginalize or disenfranchise individuals.

Shdiva Black, who identifies as a queer lesbian femme dominant, has been involved in the BDSM community for about ten years. She said that she recently settled litigation mediation with a former psychotherapist, with whom she was sexually involved, who had exploited their relationship and that this is considered a felony and a breech in professional ethics in California. She took action and sought help from a liberal law firm in Oakland that told her that she has a strong case because they both were highly visible in the LGBT and BDSM communities and she had many witnesses to their relationship. As more details of her involvement with the BDSM community were revealed, the level of discrimination towards her as a leather person was also revealed, not only from the defense counsel, but also from her own attorneys. Insensitive and judgmental comments about her lifestyle choices were made against her then the focus of her case was to discredit her because of her involvement in the BDSM community. Because of her lifestyle, her lawyer told her that she wouldn't be compensated as much as someone outside of the leather community would receive. Also despite having many credible witnesses, their testimonies in court weren't going to mean much because of their involvement in the leather community. She feels that legal workers apply the law in order to win cases, yet at the same time, they don't respect an individual's chosen lifestyle nor respect them as human beings. The spirit of the law is used against people because it places a dollar value on one's worth.

Tyler Fong, who identifies as a transgender male, said that he'd felt discrimination early in his life. Being from a mostly Caucasian city, he was teased and ridiculed for being Chinese. Having been born female, he grew up as a tomboy and discovered the existence of transgender people after college. As an adult, he joined a men's social group; however, the group wasn't accepting of men who weren't "masculine" or who identify as bisexual. He also questioned his own bisexuality, but wasn't going to bring it up with the other men in the group in order to not create any conflict. As he grew within the BDSM community, he learned of the types of spaces he would feel safe in. Even though most gay men's groups won't exclude FTMs, there are groups who will only accept men who are "male-born". He feels that because of being transgender, there was potential for violence, sexual abuse, or other nonconsensual acts done against him. His three primary fundamentals for ensuring one's personal safety when engaging in BDSM play are: 1) play with consenting adults only, 2) communicate before and during play to set limits, and 3) use safety words. Medically, he's had to be careful and limit how much he plays since marks can be left on his body. Since the medical profession must report such findings on his medical record, it can be seen as potential abuse. He said that he feels uncomfortable and disappointed with the medical community's lack of understanding and sensitivity in treating people in the leather and transgender communities. He asked that the Committee act as allies and advocates for all in the LGBT community, including those in the leather and transgender communities, by gaining a better understanding of and educating the general public on BDSM.

Celeste DeVaneaux was employed by the Federal Government and was sexually harassed at work by a high-ranking manager. Shortly after winning a sexual harassment suit that she filed against the manager, she filed a retaliation suit against her employer that had settled after three years. Instead of a simple quid pro quo case, it became focused on her involvement in the leather community which had nothing to do with her situation. She said that the biggest point of contention throughout the process was 1) that she is a lesbian, and 2) that she was in the leather community. She was also threatened that her daughter could be taken from her custody because of her involvement in

the leather community. Shortly after winning her three-year court battle, she found out that she has breast cancer and feels that the stress she experienced during her case was a contributing factor despite since she has a family medical history free of cancer. She said that many people in BDSM, whether they're straight or LGBT, are being discriminated against daily which impacts all aspects of life and that it's an important topic for the Committee look at in depth because of the high number of San Franciscans involved in the BDSM community. Even though it was easy for her attorneys to work through the "gay" aspect of her case since laws exist protecting homosexuals, she feels that there are no laws protecting people in the BDSM community.

The panelists entertained questions by Committee members. Commissioner Chung thanked the panel for taking a risk in presenting their stories and said that this subject would be agendized at the next retreat as a possible task force.

5. Report of the Work Groups:

Commissioner Chung said that Yong Lee, of staff, sent an email to the Communication and Racism workgroup members requesting the Commissioners to get together with the workgroup.

Mr. Schwichow reported on the activities of the Recruitment workgroup. He said they addressed what was missing demographically from the current Committee which led to a discussion on whether or not the Committee can or should reflect the demographic of the City or of the LGBT community in that they may not be the same. Suggestions included: 1) putting together a matrix using a blind survey of the makeup of the Committee describing how each member identifies within the community to have a better understanding of what isn't there and to use it for recruiting purposes; 2) making presentations to relevant City organizations to sell the Committee and the HRC; 3) having year-round recruitment rather than recruiting for a one or two month period; 4) allowing online applications; 5) inviting prospective members to come to a meeting(s) to see the Committee in action; 6) placing public service announcements on community access cable channels; 7) having Committee meetings in other areas in the City to promote itself and the HRC; 8) keeping track of where applicants heard of us; 9) conducting exit interviews when Committee members decide to resign; and 10) making the reapplication process competitive. Their next meeting is scheduled for Monday, August 22 at 6:00 p.m. at the HRC offices.

Mr. Brinkin asked that the Committee keep in mind that since there isn't a meeting in December and that applications for new members are due in January, time is short in order to accomplish any of the above activities. Mr. Schewichow said that they talked about the workgroup remaining ongoing so that, over time, it can address these different ideas.

5. Commissioner Report:

Commissioner Chung reported that Nazly Mohajer has been sworn in as a Commissioner of the HRC and she'll be joining the Commission at the next meeting on August 25. She also reported that Commissioner Khaldoun Baghdadi has been elected as the Vice-Chair of the Commission.

6. Staff Report:

Mr. Brinkin reported that he and the Director met with Ed Lee and the 49ers' general counsel on developing a comprehensive diversity plan for the SF 49ers. The plan would involve training, outreach for employment, the layout of their offices, etc., and that HRC staff would have a strong monitoring role. He hopes their proposal will be adopted no later than mid September. He reported that the SF 49ers are also developing a diversity council made up of employees, managers, consultants, and community members who will review the above initiatives. He added that there is an effort by community groups to have dialog with the SF 49ers on developing initiatives for more community involvement.

Mr. Brinkin reported that the owner of SF Badlands appealed to the Director to reconsider the finding against him. Staff has been working on a response with the City Attorney and hopes to have it released by next week. He added that there is an attempt to mediate between the two parties and there is still debate as to who will attend the mediation.

Mr. Brinkin reported that many people would like to see the Disadvantaged Business Enterprise (DBE) program taken from the HRC and to have individual City departments monitor their own contract compliance; however, staff and many community groups feel that the DBE program should remain at the HRC. Supervisor Fiona Ma has introduced legislation to the Rules Committee where many minority- and women-owned contractors and representatives from various community groups spoke in favor of keeping the DBE program at the HRC. The legislation needs to pass the Rules Committee before it can go to the full board to be voted on. He said that Supervisor Ross Mirkarimi, a Rules Committee member, is strongly in favor to keep the DBE program at the HRC, but is uncertain of the positions of the other Committee members, Supervisor Aaron Peskin and Supervisor Michela Alioto-Pier. The next hearing of the Rules Committee is Wednesday, September 21, at 10:00 a.m. at City Hall.

Mr. Brinkin announced that Susan Gonzalez, a law student at New College, will begin as a legal intern with the LGBTH staff next month. Because Ms. Gonzalez is deaf, all staff will receive a training by Laura Clark from the Hearing Center on working with deaf colleagues. He hopes to introduce her to the Committee at next month's meeting.

Mr. Brinkin reported that Toni Delgado, the Commission Secretary, had resigned and that staff is losing two more members due to layoffs.

7. Old/New Business:

Ms. Balcazar announced that the 9th Circuit Court had granted Jose Boer, a presenter from the LGBT and Immigration panel, safe haven in San Francisco and will not be deported back to Mexico where he would face persecution due to his homosexuality and HIV status. He is very happy about this landmark decision and thanked the Committee for its support.

8. Announcements:

Ms. Dubuque announced that she will be resigning from the Committee because she is moving to the east coast and needs to step down from the Youth in Schools panel. She wishes to continue to receive email and that a farewell party will take place on August 27.

Mr. Stein asked that organizers of the Sex Workers panel meet for a short

meeting at the end of tonight's meeting.

Commissioner Chung announced that there is a $125.00 early bird registration fee to Creating Change if they register before August 23. Registering can also be done online.

Mr. Kirchoff announced that no one would have to pay to attend Creating Change if they're part of the Host Committee. Their next meeting will be held on Tuesday, August 23, at 7:30 p.m. at the Oakland Marriott.

Commissioner Chung announced that the last defendant of the Gwen Araujo trial is testifying and may go into cross-examinations tomorrow. She asked that Committee members support Gwen's family by attending the hearing at the Hayward Hall of Justice on Amador Drive, Department 510, from 9:00 a.m. to 4:00 p.m.

9. Adjournment:

The meeting was adjourned at 7:30 p.m.

City and County of San Francisco
Human Rights Commission

September 20, 2005

Lesbian Gay Bisexual Transgender Advisory Committee

DOCUMENTS DEPT.
JAN 17 2006
SAN FRANCISCO
PUBLIC LIBRARY

AGENDA

Date	Tuesday, September 20, 2005
Time	5:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. **In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals**. To make arrangements or for information, contact Sophia Simpliciano at 415-252-2538 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE.

THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

AGENDA

1. Call to order and roll call
2. Approval of minutes of August 16, 2005 (action item) 5 MIN.
3. Public comment for items not on the agenda 5 MIN.
4. Report of the Internal Communication and Racism Work Group 40 MIN.
5. Report of the Recruitment Work Group 20 MIN.
6. Discussion of Committee processes (speaking, listening, voting, etc.) 15 MIN.
7. Commissioner Report 10 MIN.
8. Staff Report 10 MIN.
9. Old/New Business 5 MIN.
10. Announcements 10 MIN.
11. Adjournment

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

September 20, 2005

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the September 20, 2005 Meeting

DOCUMENTS DEPT.
JAN 17 2006
SAN FRANCISCO
PUBLIC LIBRARY

Committee Members Present: Commissioner Cecilia Chung, Commissioner Mark Dunlop, Whitney Bagby, Dora Balcazar, Sally Buchmann, David Cameron, Julie Frank, Ted Guggenheim, Danny Kirchoff, Nancy Lawlor, Ellise Nicholson, Ren Phoenix, Jorge Romero-Lozano, Stephen Schwichow, Jason Stein, Morningstar Vancil, Meredith Wood.

Committee Members Absent: Commissioner Pat Norman, Aidan Dunn (excused), Becky Freund (excused), Rebecca Rolfe.

Staff Present: Marcus Arana, Larry Brinkin, Susan Gonzalez (intern), Domenic Viterbo.

Guests Present: Aaron Brace, Xavier Caylor

2. **Call to Order and Roll Call:**

Commissioner Chung called the meeting to order at 5:32 p.m. Mr. Brinkin called the roll. Mr. Brinkin noted that Cindy Dubuque and Aleem Raja are no longer part of the Committee; however, Mr. Raja wishes to continue attending meetings as a member of the public.

Mr. Brinkin introduced Susan Gonzalez who is interning with the LGBTH Division for the Fall. Ms. Gonzalez is a third-year law student at New College and is working on complaint cases with staff as well as working on disability access issues, specifically with the HRC website. She is working with the Deaf Lesbian and Gay Center to include a link for the HRC's website in order to make the deaf community aware of its services.

In response to an inquiry, Mr. Brinkin said he would contact Commissioner Norman to inquire as to her continued participation with the Committee.

Commissioner Chung introduced Commissioner Mark Dunlop who was recently appointed to the Commission. He's been involved in housing and homelessness issues. He was also the Chair for the Committee on Community Development under Mayor Art Agnos. He served for eight years on the Redevelopment Commission. Commissioner Chung said that she served with him on the Ryan White Council and that he is a strong advocate

for people living with HIV/AIDS and housing issues.

3. Approval of Minutes of August 16, 2005:

   Commissioner Chung moved to approve the minutes as written. The motion passed unanimously.

4. Public Comments for Items Not on the Agenda:

   No public comments were raised.

5. Report of the Internal Communication and Racism Work Group:

   Mr. Bagby reported that at the work group's request, they met with Commissioners Chung and Dunlop and Mr. Brinkin to brainstorm ways to handle this issue. They discussed how the Committee dealt with educating themselves on transgender issues in the past by hosting a series of panels on the issue. They propose having panels next year with each one dealing with race. Mr. Brinkin said that they'd like to continue this discussion because it would be something they hadn't done since the transgender hearing. He added that members from various communities of color would be invited to Committee meetings to talk about issues affecting their communities. We also would let potential applicants from those communities know that this would be happening in order to help with our recruitment efforts. By next month, at least one or two ideas for panels should be identified for the March meeting then we could plan panels for the rest of the year at retreat. Committee members need to buy into the idea so that it can be discussed at next year's retreat. He added that panels on racism don't have to be scheduled for every month; also, if we take on this project, this doesn't mean that the Committee can't work on other issues. Commissioner Chung moved to accept this project. The motion passed unanimously. Mr. Bagby will take this information back to workgroup as well as invite others to the workgroup to get more specific recommendations to bring back to the Committee.

6. Report of the Recruitment Work Group:

   Ms. Lawlor reported that the work group met last Thursday, September 15, and came up with four recommendations: 1) to occasionally have meetings in various communities to discuss topics that are relevant to that particular community; 2) to conduct recruitment efforts throughout the year; 3) to have follow up interviews every two years with Committee members to talk about how they're doing as committee members; and to 4) establish a committee to propose any changes. Committee members were asked to fill out an anonymous questionnaire and place it in a box provided outside the meeting room. Mr. Schwichow urged the Committee members to participate in order to determine the demographics within the Committee. Committee members not present would be asked to fill out the questionnaire in an email message. Ms. Lawlor said that the only person who would have access to the questionnaires would be Mr. Schwichow who will add the information to a matrix. Commissioner Chung said that one of the reasons why we're doing this is to discover how each of us identify other than our ethnicity; there needs to be a three-dimentional picture in which all aspects of how Committee members identify are taken into consideration. She added that the questionnaire is modeled after one that's used at the Asian/Pacific Islander Wellness Center and they had simplified the form so as to not to make it extensive. She added that since it's already September, the work group needs to try to implement some of its strategies before December. Also the questionnaire is not an official document, but a

living document that can be changed as seen fit, and Committee members can voluntarily accept or decline to fill it out. Once the information is added to the matrix, the forms will be destroyed. Members mentioned other forms of identity that should be included, such as parenthood and religion. Commissioner Chung noted that the final question allowed for additional identities to be named and that Mr. Schwichow will count them. Commissioner Chung moved that the Committee adopt this process to help identify areas of the Committee. Concensus on the recommendations was reached. A standing committee will be formed to continue addressing this issue. If this process works out in a year's time, other standing committees may be formed.

7. Discussion of Committee processes (speaking, listening, voting, etc.):

Mr. Brinkin said that when it comes to communication issues within the Committee, we're not always successful. Committee members need to remember during meetings: 1) to raise their hands up high when wanting to speak so that the Chairs can see them; 2) do not repeat ideas that have been shared; 3) try to stick to the topic being discussed; 4) don't interrupt when someone is speaking; 5) keep remarks brief; and 6) avoid sidebar conversations during the meeting because they are especially distracting during panel presentations. He added that for those who are hearing impaired, these only add noise. He said that when there's a vote, all Committee members present must vote unless there's a conflict of interest. If there's a motion on the floor, all Committee members should remain present in the room and be part of the discussion. He added that in the interest of the Sunshine Ordinance, these rules must be followed. He added that the Recruitment Committee will be discussing the late arrivals to and early departures from Committee meetings for the next recruitment period.

8. Commissioners' Report:

Commissioner Chung reported that several members of the public testified on possible discrimination against formerly incarcerated felons when trying to secure employment with the City. She said that the Employment Committee is looking closely at this issue. Mr. Brinkin said that the testimony that was presented by several formerly incarcerated individuals was very powerful; people are simply trying to move on with their lives by being productive members of society. He added that the Issues Committee is looking at the same issue regarding housing and that an organization called All Of Us Or None made a presentation on this issue.

9. Staff Report:

Mr. Brinkin said that the sex workers panel will be presented at next month's meeting. He said that Jeff Sheehy wrote a letter to the Commission regarding Dr. Klausner's petitioning the FDA to make Viagra a controlled substance because of its connection with unsafe sex practices and that discriminatory against gay men and gay men with HIV. If it's appropriate, this item will be agendized for the November meeting. The schedule for the panels on Transgender Health Issues and Women's Health Issues has been changed: the Transgender Health Issues panel will be presented in January 2006 and the Women's Health Issues panel will be presented in February 2006.

Mr. Brinkin reported that the Rules Committee will vote tomorrow on whether or not to approve Supervisor Ma's legislation to create a permanent Disadvantaged Business Enterprise program. The meeting will be at 10:00 a.m. at City Hall.

Mr. Brinkin reported that Cynthia Goldstein, of staff, is in Denver attending the Out & Equal conference. She is presenting on panels, and is coordinating other panels.

Mr. Brinkin reported that he is part of a panel presentation on Same-Sex Families, Domestic Partners, Equal Benefits, and Marriage with Dennis Aftergut and Theresa Stewart before the Armenian Bar Association on Saturday, September 24, 1:30 - 3:00 p.m.

9. Old/New Business:

Commissioner Chung would like to use this agenda item to hear more from Committee about community issues they feel are important.

10. Announcements:

Ms. Phoenix announced that the Folsom Street Fair is this coming Sunday, September 25. Mr. Cameron announced that an antiwar march is scheduled for Saturday, September 24, and will meet at 11:00 a.m. in Dolores Park. The Love Parade will take place on Saturday, September. Commissioner Chung announced that the Transgender Law Center is having a fundraiser/award ceremony on Wednesday, September 21, at the Bambuddah Lounge, 601 Eddy Street from 6:00 - 8:00 p.m. Mr. Arana is one of the award recipients.

12. Adjournment:

The meeting was adjourned at 7:15 p.m.

City and County of San Francisco

Gavin Newsom
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Disadvantaged Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Executive Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT
OCT 17 2005
SAN FRANCISCO
PUBLIC LIBRARY

Date	Tuesday, October 18, 2005
Time	5:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

SF
H 80.45
#1
10/18/05
c 2

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. **In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals**. To make arrangements or for information, contact Sophia Simpliciano at 415-252-2538 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE. THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.sfhrc.org
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to order and roll call	
2.	Approval of minutes of September 20, 2005 (action item)	5 MIN.
3.	Public comment for items not on the agenda	5 MIN.
4.	Presentation by Jerry Deal, Human Rights Campaign, about new SF Office	10 MIN.
5.	Panel: Sex Workers – How They're Impacted By City Government	60 MIN.
6.	Report of the Recruitment and the Racism/Communication Work Groups	10 MIN.
7.	Commissioner Report	10 MIN.
8.	Staff Report	10 MIN.
9.	Old/New Business	5 MIN.
10.	Announcements	5 MIN.
11.	Adjournment	

NEXT MEETING OF THE LGBTAC: Tuesday, November 15, 2005, 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

October 18, 2005

DOCUMENTS DEPT.
JAN 17 2006
SAN FRANCISCO PUBLIC LIBRARY

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the October 18, 2005 Meeting

Committee Members Present: Commissioner Cecilia Chung, Whitney Bagby, Dora Balcazar, Sally Buchmann, David Cameron, Aidan Dunn, Ted Guggenheim, Danny Kirchoff, Nancy Lawlor, Ren Phoenix, Jorge Romero-Lozano, Stephen Schwichow, Jason Stein, Morningstar Vancil, Meredith Wood.

Committee Members Absent: Commissioner Mark Dunlop (excused), Commissioner Pat Norman, Julie Frank (excused), Ellise Nicholson.

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

Guests Present: Daisy Anarchy, Jerry A. Deal, Maxine Dougan, Kim Low, Alexandra Lutnick, Svetlana Pizchik, Lucinda Rambera.

1. **Call to Order and Roll Call:**

   Commissioner Chung called the meeting to order at 7:38 p.m. Mr. Brinkin called the roll.

2. Approval of Minutes of September 20, 2005:

   Mr. Schwichow moved to approve the minutes as written. Mr. Cameron seconded. The motion passed unanimously.

3. Public Comments for Items Not on the Agenda:

   No public comments were made.

4. Presentation by Jerry Deal, Human Rights Campaign, about new SF Office:

   Jerry Deal, manager of the Human Rights Campaign's new action center, announced that they've just opened a new store on Castro Street at 19th Street. The action center sells its own brand of merchandise and acts as an information clearinghouse by providing space for community organizations to display their information. Mr. Deal would like the action center can work in coalition with the HRC, noting that the two organizations share the same acronym. He ended his presentation by saying that the center is currently hiring part-time staff.

5. Panel: Sex Workers - How They're Impacted By City Government:

Mr. Stein introduced the panel presenters: Alix Lutnick with St. James Infirmary ("SJI"), Svetlana Pizchik with SAGE, and Maxine Dougan, with the Erotic Service Providers Union.

Ms. Lutnick showed a PowerPoint presentation that she referred to in describing the history of SJI and the many client services they provide. (An email of the PowerPoint slides was sent to the Committee members prior to the meeting to preview.) Some of the many services SJI provide include: 1) free primary care for adults and adolescents, 2) peer counseling, 3) legal and social service referrals, 4) support groups, 5) an outreach program that informs the public of their services, 6) career counseling and training, 7) a syringe exchange program. She provided copies of SJI's Occupational Safety Guidebook that provides a list of different health services that are known to be sex worker-friendly. As she was going over the demographic charts in her presentation, she noted that a lot of the data is missing because some sex workers don't want to label themselves in terms of gender, race, sexual identity, etc. Some of the reasons why there's missing data are: 1) SJI's limited hours, 2) the limited number of volunteer health providers, 3) the term "sex worker" being problematic, 4) the SOMA location of SJI being inconvenient, 5) and word of mouth of SJI's services that can be limiting depending on where the information is coming from.

She referred to a research project the UCSF is doing in conjunction with SJI called the St. SWEAT (Sex Worker Environmental Assessment Team) Project. This is a qualitative and quantitative study exploring whether diminished social capital ends up resulting in an increased rate of HIV, STD, and hepatitis rates. The overall goal is to create culturally appropriate community-driven prevention for sex workers. She presented statistical information as well as the numerous recommendations derived from the study.

Ms. Pizchik is from SAGE (Standing Against Global Exploitation), a peer-based organization that provides counseling, drug treatment, and recovery services for sex workers. She described the numerous services SAGE provides including several components: 1) substance abuse and trauma, 2) mental health, 3) services to men (this is a new component), 4) the Early Intervention Prostitution Program which works in collaboration with the City Attorney's Office. The City Attorney's Office determines which arestees are qualified to participate in this particular component. She described the process of what happens when SAGE receives clients into the Early Intervention Prostitution Program. SAGE's case management is very client-sensitive and client-centered and their goal is to support them. She said that since they do not provide vocational training, they may need to collaborate with other agencies to refer their clients to them.

Kim Low, also with SAGE, added there is a human trafficking component, which was created to help people who were trafficked into the U.S. from other countries and forced into prostitution. Through this component, they work in collaboration with several law enforcement agencies to address the problem of trafficking.

Maxine Dougan, with the Erotic Service Providers Union, provided the Committee members handouts and referred to them when expressing her concerns over labor law violations - specifically regarding the pay to work program in which erotic dancers are forced to pay for the right to work. She also expressed concern that SJI, SAGE, and other organizations, receive funding

from the dance club owners who exploit erotic dancers and sex workers.

The panel entertained questions from the Committee

Daisy Anarchy provided public comment on this item. She provided handouts to the Committee members and described each of them. Having worked as an exotic dancer, she spoke on the coerced prostitution, the fact that dancers are being charged illegal stage fees, and other human rights violations occurring in strip clubs. She said that she's concerned about the SFPD, St. James Infirmary, and SAGE are benefiting from the class action money given to them by the strip clubs. She asked that the Committee not be used by the dance club owners and their friends to further their agenda.

6. Report on the Recruitment and the Racism/Communication Work Groups:

Mr. Brinkin reported that the Recruitment work group, staffed by Hadas Rivera-Weiss, hasn't met since the last Committee meeting and needs to schedule another meeting date. From their last meeting, he provided a partial list of organizations that serve LGBT people of color, and asked the Committee members to review the list and contact either him or Ms. Rivera-Weiss if there are any other groups that should be added to the list. With the added suggestions, the work group will come up with a doable list of organizations to contact. Committee members will be asked to contact the organizations to get our recruiting announcement to them so that they can get it out to their members. If possible, members should find out when there will be a meeting of the organization and if we can be added to their agenda to make a short presentation on what the Committee is, what it does, etc. Ms. Rivera-Weiss will send the Recruitment workgroup a message tomorrow on their availability to schedule another meeting.

7. Commissioner Report:

Commissioner Chung reported on a few activities: the Commissioners took a tour of the International Hotel ("I-Hotel"), a senior housing facility in Chinatown which is almost ready to open its doors. She said that it was emotionally moving to tour the I-Hotel because of its history. She said to contact Mr. Brinkin or Emil DeGuzman of staff to get information on the history of the I-Hotel. She reported that she had been doing a lot of outreach for recruitment by contacting several organizations to identify individuals to recommend for the Committee. She added that Mr. Brinkin will email a message from her to the Committee members assessing their service on the Committee and that Committee members are to submit a memorandum or letter to her, either written or as an email, describing why they'd like to end/continue their service on the Committee for another term. Letters can be mailed or dropped off at the HRC. She announced that AB 1400 (redefine the State definition of sex to include 'gender identity') and 1586 (bill prohibiting public access discrimination based on gender) were passed and signed into law in January.

8. Staff Report:

Mr. Brinkin reported that he's attending a CAHRO meeting in Burbank, CA this Friday to discuss putting on their annual conference which will take place in Sacramento in January. Mr. Brinkin is currently putting together an LGBT-related panel. He reported that Mr. Arana has joined Sgt. Stephan Thorne, of SFPD, to give four trainings at every police station in the city in order to train all police officers on transgender sensitivity and protocols. He reported that the Rules Committee will hear on the Disadvantaged Business Enterprise

program in early November and make a decision to keep the program at the HRC. He will email the date of the meeting to the Committee. He announced that Creating Change will take place in Oakland in November and he will be participating on a panel on aging in the LGBT community. He reported that both Becky Freund and Rebecca Rolf's Committee memberships have been cancelled.

9. Old/New Business:

Ms. Buchmann said that she has been doing outreach to the leather community for BDSM information and had a number of websites emailed to her and would like to introduce this information to the Committee at next month's meeting. Commissioner Chung announced that she would like to introduce the "7 by 7" (seven minutes of presentation followed by seven minutes of Q&A) in upcoming meetings and she would like to meet with all Committee members to use this time to advocate and educate each other on certain issues. She said that David Cameron will be scheduled at next month's meeting to present a follow-up on the intersex report. She proposed to have Ms. Buchmann present her information at January's meeting. Mr. Brinkin said that he spoke to Jeff Sheehy today who said that he's not sure that Dr. Klausner will pursue his request to the FDA to reclassify Viagra as a dangerous drug. Mr. Sheehy will inform Mr. Brinkin on any updates.

10. Announcements:

Mr. Kirchoff reminded the Committee to vote at the November 8 special election. Ms. Buchmann announced that Pride At Work will be tabling in the Castro this weekend to register voters.

11. Adjournment:

The meeting was adjourned at 7:30 p.m.

City and County of San Francisco

Gavin Newsom
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Disadvantaged Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Virginia M. Harmon
Executive Director

Lesbian Gay Bisexual Transgender Advisory Committee

A G E N D A

DOCUMENTS DEPT.
NOV 14 2005
SAN FRANCISCO
PUBLIC LIBRARY
11-14-05A11:23 RCVD

Date	Tuesday, November 15, 2005
Time	5:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hours advance notice. Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces. The closest accessible BART station is the Civic Center Station. The closest accessible MUNI Metro station is the Van Ness Station. Accessible MUNI lines are 47, 49 and 71 lines. Accessible seating is available for persons with disabilities. Meeting proceedings available in alternative formats. **In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals**. To make arrangements or for information, contact Sophia Simpliciano at 415-252-2538 (voice) or 415-252-2550 (TTY/TDD).

Know Your Rights under the Sunshine Ordinance

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This Ordinance assures that deliberations are conducted before the people and the City operations are open to the public's review. For more information on your rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code) or to report a violation of the Ordinance, contact the Sunshine Ordinance Task Force at 415-554-6171.

LGBTAC MEMBERS: IF YOU ARE NOT ABLE TO ATTEND THE MEETING, PLEASE NOTIFY LARRY BRINKIN AT 415-252-2510. THREE ABSENCES MAY RESULT IN REMOVAL FROM THE COMMITTEE. THIS IS A PUBLIC MEETING. AT THE DISCRETION OF THE CHAIR, PUBLIC COMMENT MAY BE HEARD AFTER COMMITTEE DISCUSSION OF A SPECIFIC ITEM ON THE AGENDA.

25 Van Ness Avenue, Suite 800, San Francisco CA 94102-6033
Tel (415) 252-2500 • Fax (415) 431-5764 • TTY/TDD (415) 252-2550 • http://www.sfhrc.org
The office location is accessible to and accommodates people with disabilities.

AGENDA

1.	Call to order and roll call	
2.	Approval of minutes of October 18, 2005 (action item)	5 MIN.
3.	Public comment for items not on the agenda	5 MIN.
4.	Update on Intersex activities	15 MIN.
5.	Letter to Poland's Pride organization encouraging/supporting Pride activities (action item)	10 MIN.
6.	Presentation from community group Bay Area American Indian Two Spirits (BAAITS)	45 MIN.
7.	Report of the Recruitment and the Racism/Communication Work Groups	10 MIN.
8.	Commissioner Report	10 MIN.
9.	Staff Report	10 MIN.
10.	Old/New Business	5 MIN.
11.	Announcements	5 MIN.
12.	Adjournment	

NOTE: The December 20, 2005 LGBTAC meeting is cancelled!

NEXT MEETING OF THE LGBTAC: Tuesday, January 17, 2006 5:30 p.m.
25 Van Ness Avenue, Suite 800, San Francisco

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

City and County of San Francisco
Human Rights Commission

November 15, 2005 (DRAFT)

Lesbian Gay Bisexual Transgender Advisory Committee

Minutes of the November 15, 2005 Meeting

*****DRAFT*****

DOCUMENTS DEP
JAN 17 2006
SAN FRANCISCO
PUBLIC LIBRARY

Committee Members Present: Commissioner Cecilia Chung, Commissioner Mark Dunlop, Whitney Bagby, Dora Balcazar, Sally Buchmann, David Cameron, Aidan Dunn, Julie Frank, Ted Guggenheim, Nancy Lawlor, Ren Phoenix, Stephen Schwichow, Jason Stein, Morningstar Vancil, Meredith Wood.

Committee Members Absent: Commissioner Pat Norman (excused), Danny Kirchoff, Jorge Romero-Lozano (excused).

Staff Present: Marcus Arana, Larry Brinkin, Domenic Viterbo.

Guests Present: Aleem Raja, Peter Trinkl, Rope Wolf.

2. **Call to Order and Roll Call:**

   Commissioner Chung called the meeting to order at 5:35 p.m. Mr. Brinkin called the roll and said that he spoke to Commissioner Norman who will speak with Commission Chair Malcolm Heinicke regarding her continued participation with the Committee. He will give an update at the next Committee meeting.

3. Approval of Minutes of October 18, 2005:

   Commissioner Chung moved to approve the minutes as written. Mr. Schwichow seconded. The motion passed unanimously.

4. Public Comments for Items Not on the Agenda:

   No Public Comments were made.

5. Update on Intersex activities:

   Mr. Cameron handed out the recommendations from the intersex report. He said that he, Mr. Arana, and Peter Trinkl had met and decided to approach Assemblyman Mark Leno's office to request a meeting to discuss how his office can help in implementing some of the recommendations. Mr. Trinkl drafted a

letter and got some technical support from the HRC. Mr. Cameron will hand-deliver the reports to Assemblyman Leno's San Francisco office. He said that the Intersex Society of North America (ISNA) has been working on implementing the medical recommendations of the report. ISNA has come up with two documents: 1) the clinician's guidelines and 2) the parents' handbook and both are 50-60 pages long containing information they've collected. Both will be available on the Disorders of Sex Differentiation (DSD) website in December. Mr. Cameron helped review the two documents along with 70 other people. He also wrote a letter found in the parents' handbook with the question of what his parents had known. ISNA's board of directors discussed the usage of DSD, a relatively new term, vs. intersex. Since both labels have their problems, it was decided that DSD gets more credibility in medical circles without compromising ISNA's principles. To view the guidelines and handbook online, the website is www.dsdguidelines.org.

Mr. Cameron spoke about adding an "I" to the Committee's name. In the event that Assemblyman Leno's office will help on implementing the recommendations, he's been active with the Lambda Letters Project (LLP). The LLP's mission is to promote the social, economic, and human rights of LGBT and intersex individuals, couples, families, people affected by HIV/AIDS, people of color, and women by urging elected officials to enact legislation that accomplishes this goal. He had requested that people in the intersex community who were interested in adding the "I" to the name of the Committee email him, and to date, he's received five messages supporting the inclusion of an "I" and one not supporting it.

6. **Letter to Poland's Pride organization encouraging/supporting Pride activities (action item):**

Mr. Dunn provided some background to this item: he is on the Human Rights Committee of Interpride, the organization that oversees Pride organizations worldwide, which deals with the human rights issues affecting pride organizations around the world. At their committee meeting during the international conference this past October, the problems happening in Poland were discussed; he said that after being under a totalitarian dictatorship, they're now finally getting their freedom and LGBT people are really oppressed there as in most of Eastern Europe. This year in Krakow, Neo-Nazis attacked their pride celebration there. The attack put about 100 people in the hospital. Because of this incident, the Mayor of Warsaw decided not to allow Pride celebrations to be held there. The Pride celebration went on anyway and held an illegal march that drew 10,000 spectators. The Pride organizers met with police to ensure safety, which they did, however reluctantly; because there would be supporters from other countries attending, they didn't want to disgrace their country by not providing protection. Despite the attacks, the Pride organizers considered the event a success because of the vast number of people who attended. Because international solidarity worked so well, they've asked organizations from around the world to write letters to the Mayor of

Warsaw supporting the work the Pride organizers have done and to help him see that people around the world are keeping an eye on what's going on there and to ask him to support next year's Pride celebration.

Mr. Dunn provided a draft copy of the letter to the Mayor of Warsaw that will be from the Committee for the Commission's approval and included a copy of a letter from the Mayor of Reykjavik, Iceland to the Mayor of Warsaw. He asked the Committee for feedback on the letter. He said that a number of Pride organizations in the United States have sent, or are sending letters to the Mayor of Warsaw as well. He said that the problem Interpride is facing is that people are unaware that this is happening, but one of their goals is to bring awareness to this matter and to get more international support. He said that this is only the start in getting more international solidarity around a lot of issues all over the world where queer pride and rights are not being supported.

Mr. Brinkin said that the Commission doesn't like to send letters that affect matters outside of San Francisco, especially outside of the United States, but will do so occasionally. The Committee members reviewed the draft letter and gave feedback to Mr. Dunn. At Commissioner Chung's suggestion, Committee members have volunteered to work with Mr. Dunn to produce a version of the draft letter to vote on at the January meeting: Mr. Brinkin, Ms. Phoenix, Mr. Schwichow, Ms. Vancil, and Mr. Wood. Mr. Brinkin said that once the draft letter is approved by the Committee, the Commission will get to vote on it at their January 26th meeting.

7. **Presentation from community group Bay Area American Indian Two Spirits (BAAITS):**

Mr. Arana introduced Rope Wolf, the co-chair of BAAITS. Mr. Wolf said that BAAITS was established in San Francisco in response to putting on an international two-spirit gathering, which includes the United States, Canada, and South America. *Hy said the term "two spirit" refers to the male/female spirit and is what LGBT Native Americans call themselves. BAAITS, a non-profit organization with a small volunteer staff, is located at the LGBT Center and serves about 2,800 LGBT people in the five Bay Area counties. BAAITS does cultural, spiritual, and political outreach to the two-spirit community at large in the Bay Area. They also reach out to the larger LGBT community by blessing events, such as the Pride celebration. They were honored at last year's Pride celebration when Randy Burns, a BAAITS member, was made Grand Marshal. They recently hosted the 17th annual two-spirit gathering in the Guerneville area last June. Hy said that their business meetings are held the 2nd Tuesday of each month, and that everyone in the LGBT community is invited to attend their potlucks held on the last Friday of each month.

Mr. Wolf entertained questions from the Committee. Hy announced that there will be a panel discussion at BAAITS this Friday, free of cost, and hy recently finished a short documentary on two-spirits which will be shown at Mills College, also free of cost.

* ("hy" = "he")

8. **Report of the Recruitment and the Racism/Communication Work Groups:**

Mr. Brinkin reported that he spoke to Yong Lee, the staff person for the Racism/Communication Work Group, who will be organizing their next meeting. He said that Mr. Lee would send an email to the work group and the topics will be to discuss racism training (when, where, etc.), and to come up with a topic, or two, on issues affecting people of color ("POC") to be presented at the March and/or the April meeting. These ideas may also be discussed at next year's Committee retreat.

Mr. Brinkin reported that he spoke to Hadas Rivera-Weiss, the staff person for the Recruitment Work Group, and came up with a few things: the main one is to contact organizations that primarily serve people of color. He said that a list of organizations was emailed to the Committee members, but hard copies have been provided. On the email, it is asked that all Committee members volunteer to contact at least one of those organizations or more if they can by sending an email version of the recruitment materials and to get on their business meeting agendas to talk about the Committee and Commission and to encourage people to apply. If it's not possible to get on their agenda(s), try to contact an active member by phone to get the word out to their members or encourage them to provide you or the Committee a way to us to contact them. The following are the names of the Committee member followed by the names of the organizations they volunteered to contact: Commissioner Chung: Asian/Pacific Islander Queer Women and Transgender Coaltion; Mr. Arana: Native American AIDS Prevention Center; Mr. Bagby: Tenderloin AIDS Resource Center; Ms. Balcazar: Hermano, Sol Y Luna; Aguilas, SWANABAQ; Ms. Buchmann: Nia Collective, Pride at Work, And Castro For All; Mr. Cameron: STOP AIDS Project's Brother Love Group, Craigslist, Tribe.net; Mr. Dunn: Proyecto, Ark of Refuge; Ms. Frank: Glide, Black Coalition on AIDS; Mr. Guggenheim: Immigration Equality, BAAITS (with Mr. Arana), Trikone (with Mr. Raja); Ms. Lawlor: Quelaco, Llego; Ms. Phoenix: And Castro For All, Instituto Familiar de La Raza, Women Organized to Respond to Life-threatening Disease; Mr. Raja: Trikone (with Mr. Guggenheim); Mr. Schwichow: Openhouse, Faithful Fools; Mr. Stein: API Wellness Center (with Commissioner Chung), Positive Resource Center; Ms. Vancil: BDSM Women of Color, Mahogany of Darkness, Kreatibo, Purple Moon; Mr. Wood: Transgender Resource and Neighborhood Space, Native American

AIDS Project (with Mr. Arana). Mr. Brinkin distributed the recruitment timeline and described the steps in the recruitment process. Commissioner Chung said that all applications received will be kept for future consideration.

Though City ordinance says that there must be a 3-member minimum for the LGBTAC, it doesn't set a maximum number of Committee members. Mr. Brinkin suggested that maximum number of Committee members should be 25, including Commissioners. He said that the press release and the Committee fact sheet will be emailed to the Committee tomorrow and that an online application will be available soon for year-round recruitment; however this aspect will take some time to be completed.

Mr. Schwichow provided the Committee with the results of the demographic survey of the Committee: 13 Committee members answered the questionnaire, equaling 75% of the Committee. The purpose of the survey is to have a snapshot of what the Committee is as a group.

9. **Commissioners' Report:**

Commissioner Chung reported that the SFPD is recruiting this month and is specifically reaching out to the LGBT community, particularly to the transgender community. Applications can be found on the SFPD and the Transgender Law Center websites.

10. **Staff Report:**

Mr. Brinkin reported that he went to the Creating Change conference on November 10th and 12th, where he attended several workshops as well as led a workshop on aging in the LGBT community. He shared his experience and encouraged other Committee members who attended to share theirs as well.

10. Old/New Business:

Ms. Buchmann alerted Mr. Brinkin by email regarding Home Depot providing domestic partner benefits. Commissioner Chung said that November 20 is the Transgender Day of Remembrance that will be held at the synagogue Sha'har Z'hav, 290 Dolores Street (at 16th Street).

12. **Announcements:**

Ms. Phoenix announced that City College of San Francisco is having its first trans celebration tomorrow that will be held in the Student Union at noon. Mr. Dunn announced that he is working on a project to send safer sex supplies to the queer community in Sri Lanka and asked the Committee for information on where he can

obtain lube and dental dams to be donated. Ms. Vancil announced that she is going to the State Capital to speak on disability and Social Security on Thursday.

13. **Adjournment:**

The meeting was adjourned at 7:45 p.m.

City and County of San Francisco
Human Rights Commission

December 20, 2005

Lesbian Gay Bisexual Transgender Advisory Committee

AGENDA

Date	Tuesday, December 20, 2005
Time	5:30 – 7:30 PM
Location	Human Rights Commission 25 Van Ness Avenue, 8th Floor San Francisco, CA 94102

DOCUMENTS DEPT.
JAN 20 2006
SAN FRANCISCO
PUBLIC LIBRARY

*** CANCELLED ***

This is a reminder that the regular meeting of the Lesbian Gay Bisexual Transgender Advisory Committee

has been cancelled.

NEXT MEETING DATE: Tuesday, January 17, 2006

TIME: 5:30 - 7:30 PM

LOCATION: 25 Van Ness Avenue, Suite 800, San Francisco, CA 94102

ATTENTION: Individuals and entities that influence or attempt to influence legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Administrative Code 16.520-16.534) to register and report lobbying

activity. For more information about the Lobbyist Ordinance, please contact the Ethics Commission at 30 Van Ness Avenue, Suite 3900, San Francisco, CA 94102, telephone 415-581-2300, fax 415-581-2317, and web site http://www.sfgov.org/site/ethics_index.asp.

30 236

HOUCHEN
BINDERY LTD
UTICA/OMAHA NE.
2005